

THE **ELECTRICAL WORKER** OFFICIAL JOURNAL

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

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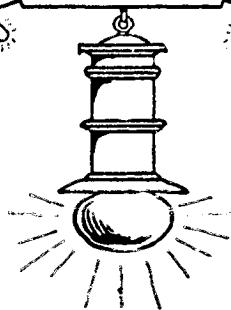
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MARCH, 1911

EDITORIAL.

- Public Health.
- Progressive Legislation.
- Special Legislation.
- Receipt Books.
- The Brotherhood's Audit.
- Labor Laws Inadequate.
- The Press.
- Congress Has Adjourned.
- What is Character.
- A Lincoln Reminiscence.

EDUCATION

THE ELECTRICAL



WORKER

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OF THE

International Brotherhood of Electrical Workers

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ROBERT EMMET

Peter W. Collins.

The greatness and glory of nations depends in a large extent on the kind of men that they produce, and in the history of nations we find that the men who have made possible the greatness and glory of nations are men of character.

The history of Ireland is no exception in this respect, for though the Irish people suffered persecution and the injustice of tyranny for more than 700 years, yet this Island of the Atlantic has given to the world great and noble men; men of character and ability; men of loyalty and patriotism; men who gladly sacrificed themselves in their country's cause.

Of all the great names that Ireland may boast there are none esteemed greater or loved better than that of the young patriot, Robert Emmet.

Robert Emmet was not only a patriot in the cause of his country, but militant in her fight for justice.

He was born on March 4, 1778, in the city of Cork, and when only a youth going to college he was filled with the longing to be of service to his persecuted country, and we find him giving his aid and best effort in the service of his people.

He early associated himself with the United Irishmen and became an ardent and untiring advocate of the absolute independence of Ireland, and for the establishment by the people of Ireland of a republic similar to that of our own.

Emmet, however, was destined to meet and feel the tyranny of the oppressors of his country, and it was necessary for him to leave his native land from whence he escaped in 1798, and retired to France.

While in France he conferred with many leaders of that nation; to interest them in the independence of his country, and while in France he met and conferred with Napoleon.

He remained in France until 1803, and then returned to Ireland and took part in the uprising at Dublin in that year.

As a result of the unceasing persecution it was necessary for him to make his escape, and this he did, going into the Wicklow Mountains. He was arrested, however, tried and executed on September 20, 1803.

His speech from the dock is one of the masterpieces of oratory, eloquence and patriotism, and it is filled with sentiments of his deep love for his native land and an abiding faith in its people.

This speech of Robert Emmet is a classic, and no volume that makes a pretense of containing the great orations in the world's history is complete unless the speech of Emmet is contained therein.

He was a patriot who gave his all in the cause of his native land, and his memory will always remain enshrined in the hearts of the Irish people the world over.

In the years of the near future, when Ireland will have her own government, the words of Emmet will then have a dearer meaning to the people of Ireland.

WORKING HOURS OF WAGE-EARNING WOMEN IN CHICAGO

The "Working hours of wage-earning women in Chicago" is the subject of a study published in Bulletin No. 91 of the Bureau of Labor, Department of Commerce and Labor. The article presents the results of an investigation by the Bureau into working hours of women in certain industries in Chicago during the busy seasons of 1908 and 1909 before the recent 10-hour law was put into effect, and compares the number of hours worked at

such times with the number worked when business is normal. Fifty-seven establishments, employing nearly 4,500 women, in seven industries were studied, and 2,006 woman employees furnished personal data. Of the total females employed in the seven industries, 604 were under 16 years of age. The eleven paper-box-making establishments investigated employed 363 of the children and the eight establishments engaged in candy making em-

ployed 163 of the remainder. However, in Illinois no child under 16 years of age may be legally employed longer than 8 hours a day in any industry. The article treats only of females 16 years of age and over.

In the eight candy factories investigated it was found that the 6-day week was the rule in the season of normal activity; but during the "rush" season in some of the establishments the employees worked from 5 to 8 hours on Sunday, in addition to working 13 1/2 to 14 hours on the other days of the week. The duration of the busy season is from 8 to 16 weeks, and many women are unable long to withstand the fatigue of these hours through that period. Of the 499 women who reported, 9 worked 92 1/2 hours during a single week of the rush season and 193 worked 72 to 85 hours. The prevailing system of payment is on a piece-rate basis, and this evidently explains in part why any of the employees are willing to work such long hours.

There is a steady demand throughout the year for the product of paper-box factories, but the number of boxes needed to supply the demand during the shopping season immediately preceding Christmas was sufficiently large to cause seven of the Chicago establishments to increase considerably the working hours. The pressure usually begins about September 1st and continues until Christmas day. One establishment reported having only 3 weeks' rush work, whereas another establishment reported a busy season which lasted 37 weeks. The prevailing period was about 15 weeks. In the establishment which had a busy season of 37 weeks, the week consisted of one 9-hour day, three 13 1/2-hour days, and two 10-hour days, making a total of 69 1/2 hours worked during the week. There was no Sunday work in the industry, but reference to the individual tabulation of the hours of labor of 575 women from whom reports were secured shows that 280, or nearly 50 per cent, worked a 6-day week of over 59 hours; and as all the firms ran less than a full day on Saturday, therefore, nearly 50 per cent of the women worked an average of more than 10 hours a day for 5 days a week.

The five elevated railway companies of Chicago employ 284 women as regular ticket agents and, in addition, have within call 100 other women who are classed as "extras" and whose duty it is to relieve the regular agents whenever desired. The hours of labor for ticket agents who are regularly employed number 12 each day of the 7 days in the week, and no allowance is made for a vacation period. There is no lunch hour, each girl, if she wishes luncheon, being required either to bring it or to

send for it and to eat it at her station as opportunity occurs. Notwithstanding the long hours, these positions are eagerly sought after because of the independent nature of the work and because the daily rate of pay—ranging from \$1.70 on one road to \$2.00 on the others—is somewhat higher than that paid women in other work of the same character.

Usually the work in a steam laundry is not seasonal, but a "rush" period may be suddenly caused at any time by the receipt of large orders from various sources, and such periods are quite frequent in establishments as large as those which were investigated. In their effort to defeat the 10-hour bill the laundrymen, through their chief spokesman, declared that about 80 per cent of the laundries worked more or less in excess of 10 hours a day, at least, once a week throughout a period ranging up to 20 weeks. Of the 9 laundries investigated in Chicago, 6 had a busy season which lasted from 6 to 25 weeks, though in 3 of the laundries the weeks were not consecutive. Three of the 9 establishments did not have a busy season. Only about 14 per cent of the 112 laundry women who made individual reports worked longer than 60 hours a week, but it should be borne in mind that the working hours of these women depend upon the nature of the occupations, and consequently the hours of labor for some of the women during a part of the week were 12 1/2 a day. It should be remembered also that many of the laundry women stand while at work and that the work is done usually in rooms with a high temperature; consequently these women lose much of their vitality long before the day's work is done. Machine ironing is probably the occupation which is attended with the greatest strain, because the action of the machine is regulated by a foot lever. The managers of some of the laundries investigated endeavor to relieve the strain by having improvised platforms for the girls to stand upon, so that in using the foot lever the girls step down instead of up.

In the clothing industry only 13 establishments were included in this investigation, because the Bureau of Labor has just made a report on men's ready-made clothing, in which the large establishments in Chicago engaged in the manufacture are somewhat fully covered as to hours, earnings, and working conditions. The 13 establishments from which reports were obtained employed 500 females, aged 16 years and over, and reports as to the working hours and earnings during a week of the busy season were secured from about 20 per cent of the number. The tabulation of the data obtained showed that in these establish-

ments in 1909, there was practically no Sunday work, and that although the duration of the busy season ranged from 18 weeks in two establishments to 32 weeks in a third, there was no considerable extra time even in the seasons when the work was heaviest. Of the 100 women reporting, only 5 per cent worked more than 60 hours a week during the busy season and 29 per cent from 55½ to 60 hours. When it is learned that Saturday is frequently a 5-hour day among these establishments it becomes apparent that on some of the remaining 5 days of the week over one-third of the women worked more than 10 hours.

In the corset industry there is slight fluctuation in business activity during the year. There is, perhaps, a greater demand for these goods in the spring and autumn, but since the slightly increased activity at such times would be expressed in a higher working pressure during the regular daily hours rather than in an increase of working time, the manufacture of corsets may be taken as a fair illustration of a "level" industry. Only 22 out of 336 women reporting worked more than 60 hours a week during the busy season.

The working hours for women employed in the neighborhood department and small retail dry-goods stores of Chicago are considerably longer than for women employed in the large downtown stores in that city. By reason of the fact that the 10-hour law in Illinois does not include mercantile establishments there are no legal restrictions on the number of hours which women may be required to work in such establishments. For the downtown stores the regular hours are from 8 a. m. to 6 p. m., with three-quarters of an hour for luncheon. The hours of work during the normal season and the hours worked during the busy season in each of 11 stores located several miles distant from the downtown stores are given, and the figures reveal the fact

that the number of hours per week in the establishment reporting the shortest hours of labor during the second week before Christmas, 1909, was 60, and the hours were increased to 66 in the following week. One firm reported having worked its employees 73 hours during the first rush week and 82 hours during the second, and on the day immediately preceding Christmas Day kept them at work as many as 14 hours. In the majority of cases the stores keep open at least three nights every week, and four keep open on Sunday morning. The most strenuous work falls in the two weeks just before Christmas, and a study of hours reported by individuals will give a fair idea of the strain upon these women employees during that time. Out of the 100 women reporting, 32 gave 80 hours or more as the number worked during the week before Christmas, and only 1 of the 32 had worked fewer than 72½ hours the week before that. Eighty-eight out of the 100 worked more than 70 hours the week before Christmas, and only 22 of these had less than 70 hours the week before that. Out of the 100 12 reported working only between 60 and 70 hours these 2 weeks. Of the 100, 20 girls worked 14 hours or more the day before Christmas, and 59 out of the 100 worked 13 hours or more the day before Christmas. Only 5 worked less than 12 hours on this day, and 2 of these were in a store owned by Hebrews who closed at 5 o'clock on Friday, since Christmas happened to fall on Saturday in 1909. These stores are open at night, apparently because of competition rather than because of the needs of the customers, and the consensus of opinion among the experienced to do their shopping during the day rather than at night and on Sunday. In a few of these stores the girls are advised to sit down when not busy, but in the larger number the girls have no seats furnished them and are often afraid to use the packing boxes which they hunt up.

RESOLUTION.

The following resolutions were adopted by Local Union No. 520, of the I. B. E. W., Austin, Texas:

Whereas, Our Brother, C. W. Boone has passed away on the 17th day of December, 1910, by a terrible accident; and

Whereas, Our brother was an upright man, and devoted member, having faithfully performed his duty; therefore, be it

Resolved, That we, the members of Local Union No. 520, extend to the sor-

rowing family our heartfelt sympathy in their hour of bereavement; and be it further

Resolved, That the charter of this local union be draped for a period of thirty days as a token of respect to the memory of our departed brother; and be it further

Resolved, That copies of these resolutions be sent to the family of the deceased brother, and to the Electrical Workers' official journal and that the same be spread upon the minutes of our union.

B. B. Beard,
Recording Secretary.

A BILL

Illinois Federation of Labor.

For An Act to Promote the General Welfare of the People of This State by Providing Compensation for Accidental Injuries or Death Suffered in the Course of Employment.

Section 1...Be it enacted by the people of the State of Illinois represented in the General Assembly: That

A. Every employer covered by the provisions of this Act shall provide and pay for personal injury caused to any employee by accident arising out of and in the course of the employment, according to the provisions of this Act, and thereby relieve himself from liability to damages, except as herein provided.

B. The provisions of this Act shall apply to every employer in this State engaged in the building, maintaining or demolishing of any structure; in any engineering or electrical work; in the business of carriage by land or water; in that of loading or unloading; in operating general or terminal storehouses; in mining, surface mining, or quarrying; in any enterprise or branch thereof in which explosive materials are manufactured, handled or used in dangerous quantities; in any enterprise where molten metal or injurious gases or vapors or inflammable fluids are manufactured, used, generated, stored or conveyed in dangerous quantities; in any enterprise in which a machine operated by power other than that of man or animal is employed; and in any enterprise in which statutory regulations are now or shall hereafter be imposed, for the guarding, using or placing of machinery or appliances, or for the protection and safeguarding of the employees therein, each of which employments is hereby determined to be especially dangerous, in which, from the nature, conditions and means of prosecution of the work therein, extraordinary risks to life and limb of the employees engaged therein are inherent, necessary or substantially unavoidable, and as to each of which employments it is deemed necessary to establish a new system of compensation for accidents to the employees therein.

Sec. 2. No employer shall, subject to the limitations of this Act, be permitted to escape liability for payment of the compensation provided for herein, by alleging or proving that the employee assumed the hazards or risks of the employment, or that the injury was due to the fault of a fellow servant, or that the injury was caused in whole or in part by the contributor negligence of the employee.

Sec. 3. No common law or statutory right to recover damages for injuries or death sustained by any employee, while engaged in the line of his duty as such employee, other than the compensation herein provided, shall be available to any employee covered by the provisions of this Act, or to anyone wholly or

partially dependent upon him, or legally responsible for his estate: Provided, That when the injury to the employee was proximately caused by the personal negligence either of commission or omission of the employer, the existing liability of the employer shall not be affected by this Act, but in such cases the injured employee, or if death results from such injury, his dependents, as herein defined, or his legal representative, conservator of action against the employer under or guardian, may elect between the right of action against the employer under such liability and the right to compensation under this Act.

Sec. 4. The amount of compensation to the employee which results in death, which the employer shall pay for injury shall be:

a. If the employee leaves any widow, child or children, or parents or other lineal heirs to whose support he had contributed within five years previous to the time of his death, a sum equal to four times the average annual earnings of the employee, but not less in any event than One Thousand Five Hundred Dollars, and not more in any event than Three Thousand Five Hundred Dollars. Any weekly payments, other than necessary medical or surgical fees, shall be deducted in ascertaining such amount payable on death.

b. If the employee leaves collateral heirs dependent upon his earnings, such a percentage of the sum provided in Section "a" as the contributions which deceased made to the support of these dependents, bore to his earnings at the time of his death.

c. If the employee leaves no widow, child or children, parents of lineal or collateral heirs dependent upon his earnings, a sum not to exceed One Hundred and Fifty Dollars for burial expenses.

d. All compensation provided for in this section to be paid in case injury results in death, shall be paid in installments equal to one-half the average earnings, at the same intervals at which the wages or earnings of the employee were paid while he was living; or if this shall not be feasible, then the installments shall be paid weekly. Provided, that if any person entitled to such compensation shall desire to have such compensation, or a part thereof, paid in a lump sum, said person may petition the county or probate court of the county in which the employee resided or worked at the time of his death, asking that such compensation be so paid, and if, upon proper notice to the employer and a proper showing made before such

court, it appears to the best interest of such beneficiary that such compensation be so paid, the court shall order payment of a lump sum.

Sec. 5. The amount of compensation which the employer shall provide and pay for injury to the employee resulting in disability shall be:

a. Necessary medical and surgical treatment in all cases, at the time of the accident and as long thereafter as necessary, but not to exceed ninety (90) days, including medicine and other means of treatment and all reasonable facilities, such as the first set of apparatus artificial limbs, crutches or trusses, to aid in the success of the treatment and to diminish the effects of the injury.

b. If the period of disability lasts for more than one week, and such fact is determined by the physician or physicians as provided in Section 8, compensation equal to one-half of the earnings, but not less than \$5.00 nor more than \$12.00 per week, beginning on the first day of the second week after the injured employee leaves work as a result of the accident, and as long as the disability lasts, or until the amount of compensation paid equals the amount payable as a death benefit.

c. If any employee, by reason of any accident arising out of and in the course of his employment, receive any serious and permanent disfigurement to the hands or face, but which injury does not actually incapacitate the employee from pursuing his usual or customary employment so that it is possible to measure compensation in accordance with the scale of compensation and the methods of computing the same herein provided, such employee shall have the right to resort to the arbitration provisions of this act for the purpose of determining a reasonable amount of compensation to be paid to such employee, but not to exceed one-half ($\frac{1}{2}$) of the amount of his compensation in case of death.

d. If after the injury has been received it shall appear upon medical examination as provided for in Section 8, that the employee has been partially, though permanently incapacitated from pursuing his usual and customary line of employment, he shall receive compensation equal to one-half of the difference between the average amount which he earned before the accident, and the average amount which he is earning, or is able to earn in some suitable employment or business after the accident, if such employment is secured.

e. In the case of complete disability which renders the employee wholly and permanently incapable of work, compensation for the first eight years after the day the injury was received, equal to

50 per cent of his earnings, but not less than \$5.00 nor more than \$12.00 per week. If complete disability continues after the expiration of eight years, then a compensation during life, equal to 8 per cent of the death benefit which would have been payable had the accident resulted in death. Such compensation shall not be less than \$10.00 per month and shall be payable monthly.

(1) In case death occurs before the total of the payments made equals the amount payable as a death benefit, as provided in Section 4, Article a, then in case the employee leaves any widow, child or children, or parents, or both lineal heirs, they shall be paid the difference between the compensation for death and the sum of such payments, but in no case shall this sum be less than \$500.

(2) In cases of complete disability, after compensation has been paid at a specified rate for a term of at least six months, the employee shall have the privilege of filing a petition in accordance with Article c of Section 4 of this Act, asking for a lump sum payment the difference between the sum of the payments received and the compensation to which he was entitled when such permanent disability has been definitely determined. For the purpose of this Section, blindness or the total and irrecoverable loss of sight, the loss of both feet at or above the ankle, the loss of both hands at or above the wrist, the loss of one hand and one foot, an injury to the spine resulting in permanent paralysis of the legs or arms, and a fracture of the skull resulting in incurable infirmity or insanity, shall be considered complete and permanent disability; Provided, These specific cases of complete disability, shall not, however, be construed as excluding other cases.

(3) In fixing the amount of the disability payments, regard shall be had to any payments, allowance or benefit which the employee may have received from the employer during the period of his incapacity, except the expenses of necessary medical or surgical treatment. In no event, except in cases of complete disability as defined above, shall any weekly payment payable under the compensation plan in this section provided exceed \$12.00 per week, or extend over a period of more than eight years from the date of the accident. In case an injured employee shall be incompetent at the time when any right or privilege accrues to him under the provisions of this act, a conservator or guardian of the incompetent, appointed pursuant to law, may on behalf of such incompetent, claim and effect as if the employee himself had been competent and had claimed or exercised said right or privilege; and no limitations of time by this act provided,

shall run so long as said incompetent employee had no conservator or guardian.

Sec. 6. The basis for computing the compensation provided for in Sections 4 and 5 of this Act, shall be as follows:

a. The compensation shall be computed on the basis of the annual earnings which the injured person received as salary, wages or earnings in the employment of the same employer during the year next preceding the injury.

b. Employment by the same employer shall be taken to mean employment by the same employer in the grade in which the employee was employed at the time of the accident, uninterrupted by absence from work due to illness or any other unavoidable cause.

c. The annual earnings if not otherwise determinable shall be regarded as 300 times the average daily earnings in such computation.

d. If the injured person has not been engaged in the employment for a full year immediately preceding the accident, the compensation shall be computed according to the annual earnings which persons of the same class in the same or in neighboring employments of the same kind have earned during such period. And if this basis of computation is impossible, or should appear to be unreasonable, three hundred times the amount which the injured person earned on an average on those days when he was working during the year next preceding the accident, shall be used as a basis for the computation.

e. In the case of injured employees who earn either no wage or less than three hundred times the usual daily wage or earnings of the adult day laborers of that locality, the yearly wage shall be reckoned as three hundred times the average daily local wage.

f. As to employees in employments in which it is the custom to operate for a part of the whole number of working days each year, such number shall be used instead of three hundred as a basis for computing the annual earnings, provided the minimum number of days which shall be used for the basis of the year's work shall be not less than two hundred.

g. Earnings, for the purpose of this section, shall be based on the earnings for the number of hours commonly regarded as a day's work for that employment, and shall exclude overtime earnings. The earnings shall not include any sum which the employer has been accustomed to pay the employee to cover any special expense entailed on him by the nature of his employment.

h. In computing the compensation to be paid to any employee who, before the accident for which he claims compensation, was disabled and drawing compensation under the terms of this Act, the

compensation for each subsequent injury shall be apportioned according to the proportion of incapacity and disability caused by the respective injuries which he may have suffered.

Sec. 7. The compensation herein provided shall be the measure of the responsibility which the employer has assumed for injuries or death that may occur to employees in his employment subject to the provisions of this Act, and it shall not be in any way reduced by contributions from employees.

Sec. 8. If it is proved that the injury to the employee resulted from his deliberate intention to cause such injury, no compensation with respect to that injury shall be allowed.

Sec. 9. Any employee entitled to receive disability payments shall be required if requested by the employer to submit himself for examination at the expense of the employer to a duly qualified medical practitioner or surgeon selected by the employer, at a time and place reasonably convenient for the employee, as soon as practicable after the injury, and also one week after the first examination, and thereafter at intervals not oftener than once every four weeks, which examinations shall be for the purpose of determining the nature, extent and probable duration of the injury received by the employee, and for the purpose of adjusting the compensation which may be due the employee from time to time for disability according to the provisions of Sections 4 and 5 of this Act. Provided, however, that such examination shall be made in the presence of a duly qualified medical practitioner or surgeon provided and paid for by the employee, if such employee so desires, and in the event of a disagreement between said medical practitioners or surgeons as to the nature, extent or probable duration of said injury or disability, they may agree upon a third medical practitioner or surgeon and, failing to agree upon such third medical practitioner or surgeon, the judge of the probate court or county court of the county where the employee resided or was employed at the time of the injury, shall within six days after petition filed in such court for that purpose, select a third medical practitioner or surgeon and the majority report of such three physicians as to the nature, extent and probable duration of such injury or disability shall be used for the purpose of estimating the amount of compensation payable under this Act. If the employee refuses so to submit himself to examination or unnecessarily obstructs the same, his right to compensation payments shall be temporarily suspended until such examination shall have taken place, and no compensation shall be payable under this Act during such period.

Sec. 10. Any question of law or fact arising in regard to the application of this law in determining the compensation payable hereunder shall be determined either by agreement of the parties or by arbitration as herein provided. In case any such question arises which cannot be settled by agreement, the employee and the employer shall each select a disinterested party and the judge of the probate court or county court, of the county where the injured employee resided or worked at the time of the injury, shall appoint a third disinterested party, such persons to constitute a Board of Arbitrators for the purpose of hearing and determining all such disputed questions of law or fact arising in regard to the application of this law in determining the compensation payable hereunder; and it shall be the duty of both employee and employer to submit to such Board of Arbitrators not later than ten days after the selection and appointment of such arbitrators all facts or evidence which may be in their possession or under their control, relating to the questions to be determined by said arbitrators; and said Board of Arbitrators shall hear all evidence submitted by both parties and they shall have access to any books, papers or records of either the employer or the employee showing any facts which may be material to the questions before them, and they shall be empowered to visit the place or plant where the accident occurred, to direct the injured employee to be examined by a regular practicing physician or surgeon, and to do all other acts reasonably necessary for a proper investigation of all matters in dispute. A copy of the report of the arbitrators in each case shall be prepared and filed by them with the State Bureau of Labor Statistics, and shall be binding upon both the employer and employee except for fraud or mistake; Provided, That either party to such arbitration shall have the right to appeal from such report or award of the arbitrators to the Circuit Court of the county where the injury occurred by filing a petition in such court within twenty days after the filing of the report by the arbitrators, and upon filing a good and sufficient bond, in the discretion of the court, and upon such appeal the questions in dispute shall be heard *de novo*, and either party may have a jury upon filing a written demand therefor with his petition; and provided further that a certified copy under the hand and seal of the Secretary of the State Bureau of Labor Statistics of the report of the arbitrators herein provided, shall be admissible in evidence in such court upon appeal.

Sec. 11. Any person entitled to payment under the compensation provisions of this Act from any employer shall have

the same preferential claim therefor against the property of the employer as is now allowed by law for a claim by such person against such employer for unpaid wages or for personal services, such preference to prevail against wage claims for all other employees, not entitled to compensation for injuries, and the payments due under such compensation provisions shall not be subject to attachment, levy, execution, garnishment or satisfaction of debts, except to the same extent and in the same manner as wages or earnings for personal service are now subject to attachment, levy, execution, garnishment or satisfaction of debts, under the laws of this State, and shall not be assignable. Any right to receive compensation hereunder shall be extinguished by the death of the person or persons entitled thereto, subject to the provisions of this Act relative to compensation for death received in the course of employment. No claim of any attorney-at-law for any contingent interest in a recovery for services in securing a recovery under this Act shall be an enforceable lien thereon unless the amount of the same be approved in writing by a judge of a court of record.

Sec. 12. Any contract or agreement made by any employer or his agent or attorney with any employee or any other beneficiary of any claim under the provisions of this Act within seven days after the injury shall be presumed to be fraudulent.

Sec. 13. No employee or beneficiary shall have power to waive any of the provisions of this Act in regard to the amount of compensation which may be payable to such employee or beneficiary hereunder.

Sec. 14. No proceeding for compensation under this Act shall be maintained unless notice of the accident has been given to the employer as soon as practicable after the happening thereof; and during such disability, and unless claim for compensation has been made within six months after the injury; or in case of the death of the employee or in the event of his incapacity, within six months after such capacity, or in the event that payments have been made under the provisions of this Act within six months after such payments have ceased. No want or defect or inaccuracy of such notice shall be a bar to the maintenance of proceedings by arbitration or otherwise by the employee, unless the employer proves that he is unduly prejudiced in such proceedings by such want, defect or inaccuracy. Notice of the accident shall, in substance, apprise the employer of the claim of compensation made by the employee and shall state the name and address of the employee injured, the approximate date and place of the accident,

is known, and in simple language the cause thereof; which notice may be served personally or by mail, addressed to the employer at his last known residence or place of business; provided, that the failure on the part of any person entitled to such compensation to give such notice shall not relieve the employer from his liability for such compensation, when the facts and circumstances of such accident are known to such employer or his agent.

Sec. 15. The provisions of this Act shall not be construed so as to disturb the organization of any existing mutual aid or benefit association or society to which the employee may contribute, proportionate amount sufficient to insure to the employee or other beneficiary the full compensation herein provided; or to prevent the organization of any mutual benefit association or insurance company for the purpose of insuring the compensation herein provided, for the payment of additional accident or sick benefits, to which the employee may contribute, providing such mutual aid or benefit association or insurance company complies with the laws of this State.

Sec. 16. Any person who shall become entitled to compensation under the provisions of this Act, shall, in the event of his inability to recover such compensation from the employer on account of his insolvency, be subrogated to all the rights of such employer against any insurance company or association which may have insured such employee against loss growing out of the compensation required by the provisions of this Act to be paid by such employer, and in such case only, a payment of the compensation that has accrued to the person entitled thereto in accordance with the provisions of this Act, shall relieve such insurance company from such liability.

Sec. 17. Where the injury for which compensation is payable under this Act was caused under circumstances creating a legal liability in some person, other than the employer, to pay damages in respect thereof:

a. The employee may take proceedings both against that person to recover damages and against the employer for compensation which he is entitled to under this Act shall be reduced by the amount of damages recovered.

b. If the employee has recovered compensation under this Act, the employer by whom the compensation was paid or the person who has been called upon to pay the indemnity under Section 8 of this Act, may be entitled to indemnity from the person so liable to pay damages as aforesaid and shall be subrogated to the rights of the employee to recover damages therefor.

Sec. 18. An agreement or award may, at any time after six months from the date of filing, be reviewed, upon the application of either party, on the ground that the incapacity of the employee has subsequently increased or diminished. Such application shall be made to a judge of the probate or county court; and unless the parties consent to arbitration, the court may appoint a medical practitioner to examine the employee and report his condition; and upon his report, and after hearing all the evidence the court may modify such agreement or award, as may be just, by ending, increasing or diminishing the compensation, subject to the limitations hereinbefore provided.

Sec. 19. It shall be the duty of every employer within the provisions of this Act to send to the Secretary of the State Bureau of Labor Statistics in writing, an immediate report of all accidents or injuries arising out of or in the course of the employment and resulting in death; it shall also be the duty of every such employer to report between the 15th and the 25th of each month to the Secretary of the State Bureau of Labor Statistics all accidents or injuries for which compensation has been paid under this Act, which accidents or injuries entail a loss to the employee of more than one week's time, and in case the injury results in permanent disability, such report shall be made as soon as it is determined that such permanent disability has resulted or will result from such injury. All such reports shall state the date of the injury, including the time of day or night, the nature of the employer's business, the age, sex, conjugal condition of the injured person, the direct cause of the injury and the nature of the accident, the nature of the injury, the length of disability and, in case of death, the length of disability before death, the wages of the injured person, whether compensation has been paid to the injured person, or to his legal representative or his heirs or next of kin, the amount of compensation paid, the amount paid for physicians', surgeons' and hospital bills, and by whom paid, and the amount paid for funeral or burial expenses, if known.

Sec. 20. The term "employer" as used in this Act shall be held to include any person, firm or corporation, transacting any business referred to in Section 1 of this Act, and any principal contractor shall be held to be an employer and shall be liable to pay compensation for or other sub-contractor, or engaged in, on or about the premises on which said principal contractor has engaged to perform any work, in the same manner and to the same extent as though said employees had been immediately employed by him. Any

principal contractor liable to pay compensation, under this Act may be indemnified if he pays such compensation, by any sub-contractor, who would have been liable to pay compensation to such employee independent of the provisions of this Section.

Sec. 21. The term "employee" as used in this Act shall be held to include any person who has engaged to work or render any service for an employer under a contract of service or apprenticeship expressed or implied, oral or written, and whether such contracts calls for manual labor or other labor, which exposes the employee to any of the dangers incident to carrying on the kinds of work or business referred to in Section 1 of this Act.

Sec. 22. Persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employers' trade or business, are not included in the foregoing definition.

PENALTIES.

Sec. 23. Any wilful neglect, refusal,

or failure to do the things required to be done by any section, clause, or provision of this Act on the part of the person or persons herein required to do them, or any violation of any of the provisions or requirements hereof, or any attempt to obstruct or interfere with any court officer, member of an arbitration board herein provided for, or with the Secretary of the Bureau of Labor Statistics or his deputy, in the discharge of the duties herein imposed upon any of them, or any refusal to comply with the terms of this Act, shall be deemed a misdemeanor punishable by a fine of not less than \$100 nor more than \$500, at the discretion of the court.

Sec. 24. The invalidity of any portion of this Act shall in no way affect the validity of any other portion thereof which can be given effect without such invalid part.

Sec. 25. This Act shall take effect and be in force on and after the 1st day of January, 1912.

SECEEDERS IMPORT STRIKE BREAKERS

J. P. Noonan.

The report of E. E. Hoskinson of Evansville, Ind., President of the Secession District Council, shows the unscrupulous methods employed by the Secession leaders.

Hoskinson, no doubt, received his orders from headquarters, but he seems to have lost all pretensions to union principles, when he openly boasts in his report of securing strike-breakers, and he must enjoy his job of scab furnisher for he makes his report read:

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
DISTRICT COUNCIL 1 and 2 of the 2nd.
E. E. Hoskinson, G. W. Brown,
Pres. Sec.-Treas.
404 Mary St., E. Box 215,
Evansville, Ind. Birmingham, Ala.
To the Members of the D. C. 1 and 2 of
the 2nd.

Greeting:—It was impossible for me to attend the A. F. of L. Convention at St. Louis, owing to the fact of being unable to get a man to work in my place here, but our interests were well looked after by the presence of nearly every D. C. and General Officer, and while the majority report of the Committee appointed at Toronto was in our favor, the matter was

referred back to the A. F. of L. Executive Council and at the present so remains, but that will not deter us from keeping up our work, as the A. F. of L. will not bother itself much with us as they have weightier problems to handle, and we will go ahead and keep up the work of organizing and absorbing the McNulty faction until there will be only us to look to, and by their reports they only admit 9,000 members. A full report will be in this month's worker and will prove interesting reading.

During the month things have been quiet, still at them good and hard in Memphis and Evansville and the rest of the locals are keeping up their good work organizing, especially in Atlanta where our new wiremen's local is growing by big numbers each week.

I had the pleasure of sending about 10 wiremen from Memphis and other parts of the District to Gary, Ind., where the contractors are hiring our men in place of the Collins-McNulty men, and which made places for forty of our men.

Wishing all members a Merry Christmas and a Happy New Year, I am,

Fraternally yours,
(Signed) E. E. Hoskinson,
Pres. D. C. 1-2-2.

THE VALUATION OF HUMAN LIFE

The average man values his life at considerably more than the riches of a city and resents the commercial standards fixed by liability companies. Yet, we consider the average worker and attempt to interest him in the abstract valuation of his existence as a productive unit of society, we are appalled by his ignorance and indifference.

When we find the official figures of Illinois proving the commercial valuation of the adult worker to average about \$500 we wonder why society does not rebel against the injustice.

Half a century ago the slave of the south with the rudiments of a trade was valued at many times the highly skilled free workman of today. The skilled worker in the prime of life may be expected to live and earn wages for twenty years. Compute his wages as low as \$3.00 per day, and if he has fairly steady work he would earn in his working life at least fifteen thousand dollars. This is his productive value to society.

Should commercialism wish to permanently remove him from the competitive field, then he should be reimbursed according to his value and where transactions take place in the orderly manner of business something more in the nature of a bonus is added for "good will." Yet we find the reverse to be true when the artisan is removed as a competitor and the official valuation shrinks to mere pittance.

Why is a dead carpenter worth only \$348? The painter, the bricklayer and others are grouped under the same valuation. Why is the mine worker, after he loses his life in building up the commercial pre-eminence of the state, worth only \$155.59? The teamster is worth much less than the horse he drives and the building laborer less than the bed of mortar he mixes.

Not only is this true and a part of official records of the state, but we handicap the widow to an almost incredible extent in her efforts to care for her-

A Pledge to Boost the Label.

The energetic officials of the Label Section of the Labor Council have issued small pledge cards. On one side is room for the name, address and occupation of the signer. On the reverse side (accompanied by a place for signature) are these words:

"I solemnly pledge my word of honor that I will at all times call for and demand the union label, card and button when making purchases, and that I will not patronize any establishment or anyone that does not handle same."

Several hundred signatures have been willingly attached to this confession of

self and little ones. The official commission found her average earnings to be \$3.39 a week. When the widow is able to find work at all. With the help of her children, (if she has any) the amount grows to \$6.88 a week. Is it any wonder that more than 2,000 families were assisted by the county agent of Cook County in one year.

If the worker is only injured he is given a large measure of consideration. Out of 886 cases the employer kindly placed 328 men back to work. The other 636 had not returned at the time the figures were gathered. God watches the fall of the sparrow and yet we call ourselves a Christian nation.

It is not the old and worn out workman who is injured; it is the young fellow, ambitious and full of ginger. The average age was found to be 31 years and 10 months. Out of 1000 cases 568 were married, 390 were single, 9 were widowers, 33 did not report. Thirty-one nationalities appear to make up the working population of the state, and of the 1000 mentioned 163 were classified as Americans.

Just to vary the monotony of the statistics we note that a thousand workers are committed to the insane asylum of Chicago every year, probably from the same reason, monotony of their work.

The official figures of Germany shows that 93,000 workers are incapacitated through industrial accident each year. Many of these accidents are comparatively slight ones, yet they are found worthy of record. The United States with a larger population, looser laws, heedless administration, and almost universal procreatination of remedied legislation suffers far heavier than does Germany. Loss by fire in this country is estimated at a million dollars a day. Loss by accident, even at the absurd figures quoted above, exceeds that amount. Truly we are a country of wonderful resources to stand the drain.

union faith. Men and women are more apt to remember a pledge than a good resolution. The dominating thought actuating those affiliated with the Label Section is to build up a demand for union products, and thereby fulfill one of the objects of the labor movement.

San Francisco has truly been said to be a good card town, but lacking somewhat in adherence to the plain truth of duty as here outlined.

Let us remove this reproach by concerted action. Do just what the pledge asks you to do, and thereby strengthen the unions here and elsewhere.—Labor Clarion.

EDITORIAL

PETER W. COLLINS

PUBLIC HEALTH. One of the very important problems confronting the country today is the problem of the public health.

A movement for educating the people in the necessity for precaution is one that meets with the approval of all who have the interests of the nation at heart.

It is as true today as ever, that: "An ounce of prevention is worth a pound of cure," and in educating the people in this direction great good will be accomplished.

One great menace to the health of the people is the patent medicines that comprise the stock in trade of the average drug store, and these poisons are killing many, particularly children. While legislation may be adequate if enacted, yet the influence of these great drug combinations are such as to jokerize the legislation.

What is really needed is an education of the people against these poisonous concoctions.

A nation may spend millions for cure where it might with greater advantages and good results spend thousands for prevention.

Co-operation in this respect will do much to remedy these conditions, and it is to be hoped that sufficient interest will be aroused in the nation to cause Congress and the States to protect the health and the lives of the people.

PROGRESSIVE LEGISLATION. This is an age of agitation for progressive legislation, and results are coming.

Public spirited men are striving for better things and easy going statesmen, both in Congress and the States are sitting up and taking notice. But while many of them take notice, some of them vote wrong. And why? Simply because the strings have been pulled by those who control them.

The Senate is a splendid example of a misrepresentative body. While they do represent special interest they don't represent public interest.

Even the cabinet has its jumping-jacks with strings of the interests attached, and yet big men so-called are waking up and giving heed to the public conscience. Indications point to much improvement in the next few years.

The senate will become an elective body direct—and a public conscience will be active and a directing force in the nation.

Civil ideals will have a practical meaning and application and the nation, the states and the cities will get good results from an application of sound, common sense, and real morals in public and private life.

What is needed is a practical application of the ten commandments. It sounds rather strange to many ears, but better acquaintance will make better men.

We will get progressive legislation and permanent results by going back to the old ideals, the test of centuries, justice, righteousness and the recognition and doing of duties.

SPECIAL LEGISLATION. An effort is being made in legislature in many states of the union to enact what are commonly termed Master Electrician Bills. All similar in design, and have been drafted by one special bureau for the purpose of introduction into the legislature and for their enactment as laws.

These Bills are not new to our membership, for, during the past years, they have annually cropped up in the various states. The Bill which was introduced in Illinois was Senate Bill No. 328, entitled, "a Bill for an act to provide a self-supporting board of examiners to determine who may engage in the business of a 'master electrician' in the State of Illinois, to provide for the furnishing by such 'master electrician' to the State of Illinois, of a bond to guarantee the faithful performance of contracts entered into by a 'master electrician,' and to guarantee the owner or real party in interest against loss, damage or injury through want of skill or through the failure to use suitable or proper materials."

It will be seen from an analysis of the title of the Bill that it proposes the establishment in the State of Illinois of a board of examiners who would determine who may engage in the business of Master Electricians in the State of Illinois, and to further provide for the furnishing by such Master Electricians of a bond to guarantee the faithful performance of contracts entered into by a Master Electrician, and to guarantee the owner or real party in interest against loss, damage or injury through want of skill or through the failure to use suitable or proper materials.

This title, seems on general review, to provide for the safety of property and life and against damage or injury through want of skill or failure to use proper materials.

As an actual fact it provides for nothing of the kind, but simply establishes a self perpetuating board or a close corporation for the purpose of designating who shall become master electricians, and as we read through the bill itself we find that it does not propose to determine the qualifications of the electricians, but simply of the employing master.

We further find that only a Master under the provision of this bill, if enacted, could employ electricians, and, of course, the Master would be the judge of qualification of the worker, irrespective of whether he was competent or not.

Of course, the intention of this Bill is very evident when one has carefully gone through it for it shows that if only Masters are licensed, in case of difficulty of the master electrician with his workmen he could employ other workmen without any qualifications whatever to fill their places, and use

them as a wedge for the destroying of conditions which the workmen by their organization built up.

The master under the provisions of the Bill, could also import from outside states men to fill the places of his workmen during times of difficulty, and the workmen who were in difficulty could not be employed at the trade which they were competent to engage in, and the work which they had been trained to do, because the provision of the law allowed only masters to employ the men, and, of course, the masters would be in a position to deny the workmen the right to engage in their craft work.

It will be seen, therefore, that this proposal is not only a very dangerous one from the point of view of the workmen, but it also is a dangerous one as to public policy for it would place in the hands of a master electrician (licensed), a power, which is in, and should remain in the hands of the State alone, and that for the proper protection of life and property against incompetent work.

The writer appeared before the Senate Committee on Judiciary Illinois Senate with the International Vice-President and called to the attention of the Senate Committee on judiciary, the pernicious character of this legislation. The Senate Committee unanimously reported against it.

It is to be hoped that the members of our organization will watch the Bills introduced in the legislatures of their states, so that they may not by special legislation be denied the right to work, or the right to organize.

RECEIPT BOOKS. The International Office after correspondence with a number of firms, has been able to secure samples of leather

covers suitable for holding and keeping the receipts issued to members by the F. S.

negotiations at the present time are being entered into for the closing of a contract to supply an initial order.

These covers will be made by union men and have thereon the union label of the Leather Novelty Workers, and also have the seal of the International Brotherhood stamped in gold.

So that the office may be enabled to secure a large allotment for the initial order at a reasonable price, we request Local Union secretaries to ascertain from their Local Unions the number of leather covers that will be needed by them.

The office intends to supply to the Local Unions these leather receipt covers at cost which will approximate about 15c apiece.

They are made of splendid material and are vest pocket size and would indeed be of efficient service and last for years.

THE BROTHERHOOD'S AUDIT.

The Certified Audit Company, employed by the Executive Board at their recent meeting in the International Office, in pursuance with the provisions of the constitution, made an exhaustive and thorough audit of the financial affairs of the organization, and

the result of the audit will indeed be gratifying and an assurance of the stability of the Brotherhood for its future progress.

As the previous audit of the Brotherhood was made only six months ago, the increase in the receipts of the Brotherhood and the building up of the funds as per the provisions of the constitution is indeed gratifying. The death benefit fund in particular established by the last convention and made a part of the constitution and laws of the Brotherhood, is one that gives great promise for the future of the organization and the protection of the interests of our members and their families.

This fund shows a surplus close to \$5,000, and is an indication that the action of the last convention meets with the hearty approval and co-operation of the entire membership of the Brotherhood.

When one considers the character of the protection afforded and the amount for the very small sum invested, it becomes apparent that the work is a great one and deserving of future extension in other directions.

For instance, there is room for the consideration of a plan to establish members out of work benefit system and a pension benefit system, as these could be established at very small pro rata expense, and be of very great help to the members and to the organization. Copies of audit will be sent to all local unions.

LABOR LAWS

INADEQUATE. At a recent hearing of the Employers' Liability and Industrial Accident Commission held in Aldermanis Chamber of the City of New York a few weeks ago, lack of enforcement of labor laws was severely criticised by representatives of our Brotherhood in Nw York city and representatives of other labor organizations.

Brother Thos. McCoy of L. U. No. 20 of New York presented to the commission, Brother Myers Nelson, a member of L. U. No. 20, who was burned by coming in contact with the high tension service about a week ago.

Brother McCoy stated to the committee that if the employers had installed safety appliances and had observed the law, Brother Nelson would not have been hurled to the ground and burned.

Senator Wainwright, Chairman of the Commission, questioned the brothers at some length and considerable information was brought out, showing the necessity of effective protective measures and the enforcement of the present law.

Brother Thos. B. Clark of L. U. No. 534 told the Commission of the conditions under which membersof his Local Union had to work, and presented to the Committee evidence showing that the present laws are absolutely ineffective and do not protect the members of the craft.

He advised the Commission that no inspections were made while the buildings are under construction, and that many accidents occur which could be avoided if there was a law providing for inspection of buildings while under construction.

He cited many instances of flagrant injustice to the men in this lack of

protection and called to the attention of the Commission the necessity for immediate action and progressive legislation and particularly legislation to protect the man against accidents.

Brother DuBourg also of L. U. No. 534 made an address to the Committee which was listened to with a great deal of attention, and he introduced W. B. Martin who also addressed the committee as to his experience with labor laws.

These representatives of our Local Unions in New York, by bringing to the attention of the Commission the necessity for protecting the workers, have done a great work that is indeed commendable and one that should be followed out in every State where there is a lack of protective legislation and efficient carrying out of labor laws already enacted.

It is indeed regrettable that conditions are allowed to exist that are a menace to the safety and the lives of the workers and particularly those that are engaged in hazardous crafts.

The men of labor owe it to themselves and to their fellow-workers to work unceasingly for the adoption of remedial legislation and then to see to it that the preservation of the laws that are enacted are carried into execution, and to see to it further that where the proper public officers fail to do their duty in carrying out these laws that charges be made against them.

During the past years there has been too little regard for the safety of the men engaged in our craft and public service corporations, and others have not given consideration to the interest of the workers that their interest requires.

It is, of course, hardly to be expected that these corporations will ask legislators to place enactments for the safety of the lives of workers, and the one way this legislation can be enacted and efficiently carried out is for the workers themselves to take a decided interest for the making of necessary laws and by a campaign of publicity and agitation before all organizations, do the service which is so necessary and of so much moment.

THE PRESS. We often hear of the power of the press but seldom hear of the misuse of the power of the press. While it can hardly be expected that the press would show up its own errors yet it would be of greater advantage to the press as a whole and to the people generally if they did occasionally give us a word on the misuse of the power of the press.

But this won't happen, for the very good reason that the very large part of the press is either owned direct or subsidized by special interests.

What we need in the country is a clean, honest, able, upright press worthy of the support of decent, clean-minded, law-abiding people.

The yellow sheets are a menace to morals and education and are unfit to enter the homes of the people.

The publications that champion special interests are a danger to our institutions and are at best but mouthpieces of privilege.

The society sheets are an evidence of the vain presumptuousness

of a part of the American people, while the Sunday supplement is frivolous full of buncombe and fake romance.

It is due to the people to say that they have the remedy at hand and if they would only exercise a little common sense in their choice of reading matter, they could do a real service for themselves. Let us hope their tastes will improve.

**CONGRESS
HAS ADJOURNED.**

This great Republic of ours, under the Constitution, has a mighty mission and the Congress of the country seems to think that its mission is greater than that of the nation.

Instead of attending to the interests of the people and enacting remedial legislation necessary for the progress of the people, legislative sessions are wasted in discussing Senatorial Courtesies, the personell of the Senate and other buffooneries too numerous to mention.

We have the spectacle of the Congress of a great Republic wasting its time and money of the people in side-shows that would give the ordinary circus real competition and raise the admission rates to a dollar, if they made it a traveling combination, and yet this forum of the American Congress—the Senate—at one time could boast of real statesmen, of Webster, of Clay of Summer or Calhoun and of mighty host long since passed from the portals of the Senate which has deteriorated into a millionaire's club.

The American people are indeed wise in demanding a change in the method of electing Senators and a decided improvement in that body will result in a change to direct election of Senators.

**WHAT IS
CHARACTER.** In these days of varied careers and successes of many men, we often ask ourselves, what makes these things possible?

Oftimes we are hardput for an answer, for when we come to seek the cause in the men, our confusion begins. And why this confusion?

Simply because we fail to find surface indications of the elements that make success possible.

In some men we see meekness and apparent lack of strength, and yet they succeed. Others lack that forwardness and push that many deem the essential; while in others we find a rough outward appearance of the strength that most of us think goes with success.

But very few look deep enough. We take the outward appearance too often, wthout digging for the essentials.

And what are the essentials? Some say force, push and ability, while others say luck and opportunity.

Both reasons are unsound, for neither force or ability, luck or opportunity of themselves make success—real success.

Real success comes from a foundation of Character and Character is the cornerstone in the structure of a **real man**.

Meek men and forceful men have succeeded, not because of their meekness, or of their forcefulness, but in spite of it.

They won because underneath the exterior of meekness or forcefulness there was a real force, the force of character. Character was making success possible.

This character-force is **the** factor in the lives of men, and when it is weak they get weak results, but when it is strong, the results are likewise.

Of course, there are many who will quibble over the definition of success, and assign another cause than **Character**.

They are entitled to their opinion of what constitutes success or what factor makes it possible, but to the man who goes deeper than the surface there can be no other cause assigned for a real success than **Character**.

A LINCOLN REMINISCENCE. He was a very old, though well preserved pioneer of the early Illinois days, and his long white beard stained with an occasional tobacco drip gave every evidence of his eighty years.

He was a delegate to the County Option Convention held at Springfield, February 14, 1911, and with thousands of others from all over Illinois, had met at the old home of Lincoln with petitions to the Legislature to enact County Option Legislation for the liquor traffic.

With another delegate many years younger he had left the Convention Hall *after* adjournment, and was walking up Monroe street to the car station.

Passing the "Lincoln Bindery," (where copies of the Illinois Historical Society reports with the Lincoln Douglas debate and photos of Lincoln and Douglas were displayed), they stopped for a moment.

The younger man commented on it, as "a pretty good book." The old man said, "Yes, but the picture of Douglas is not as natural as Lincoln for I used to go coon hunting with Abe when he was a surveyor under Mr. Ledlie. You see I'm over eighty years old and I was about sixteen when I went with Lincoln.

"Lincoln was one of those kind of fellows that always lifted up, never said a bad word about anyone, but always had a good word for young boys to encourage them.

"Yes indeed, I knew him well and many a time I saw his hands rough from work he had done.

"That's a real natural picture of Lincoln, but not so well of Douglas."

I didn't wish to seem impertinent by asking the old man questions, but while waiting for his car, I listened to his comments on the Emancipator and the thought was uppermost in my mind of the passing of these old friends of Lincoln.

What real anecdotes one may get from these sources. Only a few more years and then all of Lincoln's old friends will have passed away and with

them these simple and natural reminiscences that make us understand the real man Lincoln as his associates knew him.

There are so many who knew Lincoln that are about us and only need the asking to tell their story of the martyred President.

What a fund of real value will go with their passing and what a pity that some mind trained in the work of preserving just such natural and real stories of Lincoln cannot get all this material when it is at hand simply for the asking.

Perhaps that is why it seems unappreciated for it is so common; but that day is coming when Historical Societies will search old papers, letters, etc., to get information of the man who preserved the union when if the effort were made now, the future would be sure of knowing the real Lincoln.

CIGAR MAKERS' UNION WINS

In July, 1909, a number of cigar manufacturers in Pennsylvania and a few of their employees organized the Universal Cigar Makers' and Packers' Union, with headquarters at Hanover. After receiving a charter, they started issuing a label which G. W. Perkins, president of the Cigarmakers' International Union, immediately declared was an imitation of the Union Blue Label of the Cigarmakers' International Union, and Mr. Perkins says "consequently a fraud and an attempt to deceive dealers and consumers." Large numbers of cigars bearing these labels were shipped all over the country.

President Perkins took the matter in hand personally, and instructed I. B. Kuhn, McSherrystown, to get the necessary evidence upon which to base cause for action against these people, in the courts. Union No. 316, of McSherrystown, furnished considerable valuable evidence in the case. Jere S. Black, Esq., of this city, represented the Cigarmakers' International Union.

Judge Wanner, in granting a permanent injunction on Saturday restraining further use of this imitation label, ordered the engravings and labels turned over to the officers of the International Union.—The Gazette, York, Pa.

AUTHORESS VS. FACTORY GIRL

Miss Pauline Wilson Worth, 1539 Cambria street, will go to New York January 23, to study the condition of the girls who work in factories, department stores of the cheaper grade and are employed at similar occupations. While Miss Worth intends to live in the same tenements, to dress and amuse herself in the manner possible on the small wages, of these girls, she will have, through the interest of a wealthy aunt, the sum of \$200 a month for incidental expenses.

"I believe that much of the crime and misery of the girls who work is caused by their small salaries, and I mean to find out exactly how they can live on the amount that is paid them," said Miss Worth. "To help them better conditions I shall write a novel in which the con-

ditions governing their lives shall be set forth, and I hope by the fiction work to present the matter so that it will make a general appeal. Harriet Beecher Stowe accomplished with 'Uncle Tom's Cabin' what many sermons, lectures and essays failed to do. Perhaps I can do something for the working girl with my story telling what students of sociology have not been able to do with learned treatises on the subject," said Miss Worth.

This young writer enjoys the distinction in literary circles of having sold the first story she ever wrote and having the second one take a prize in a magazine short story contest. That luck has not been continuous, but she has had articles accepted by several magazines of repute. She has also published a small volume of short stories called "Death Valley Slim," with the proceeds of which she took a trip through Europe last year.—Kansas City Times.

ORGANIZED LABOR AND THE NATIONAL CIVIC FEDERATION

By SAMUEL GOMPERS

The eleventh annual meeting of the National Civic Federation, held in New York in January, gave the Socialist leaders one of their annual occasions to howl a howl concerted, deliberate, theatrical, manufactured. The normal state of the Socialist writers and public speakers is the howling dervish, state, but in certain circumstances they all get together and make their howl unusually loud, long and cantankerous. Moreover, the tactics of Socialists require that their howl should be extraordinary vicious, a howl of scorn and derision, on seeing representative labor men meet representative employers in conference. In order to serve up their dish of scorn and derision to the taste of the ignorant, the Socialist leaders have thrown into it as constituent elements bitter misrepresentation, the heat of hatred, and the ginger of opprobrious epithet.

Max Hayes, in a syndicate letter on "That National Civic Federation," indulges in this classic language:

"In a special parallelogram via leased atmosphere we learn that one man suggested to the convention bosses that he be permitted to discuss the subject why every laboring man should have home and a job of his own, but Ralph Easley, the chief manipulator, nearly threw a fit, saying that such foreign matters had no place in the august assemblages of the National Civic Federation.

Subsequently a statement was handed to our correspondent declaring that the great men who come to the annual gathering to get their names and pictures into the papers are too unselfish to discuss such common, everyday questions as working-men's homes, working hours, wages and things to eat and wear," etc.

"Among the other men of labor who will be duly classified in the papers under the sub-head, 'those who also spoke' are Samuel Gompers, who is doing nicely sandwiched in between August Belmont, a railway magnate, and Samuel Untermyer, corporation lawyer; James Duncan, who is honored in the midst of George B. Cortelyou and John Hays Hammond; James O'Connell, who is flanked by those celebrated votaries of open shoppery, Marcus M. Marks and Otto Eidlitz."

We commend to our readers, as people of common sense, a careful reading and consideration of this best that is in Hayes. Really, is there in it anything of truth, anything of the dignity of a serious subject, anything which shows care for the power of his readers' thought or the least

feeling of respect for their manhood, or anything to satisfy the desire to learn on the part of the sincere and studious wage-worker? What can be the effect of such writing, except to exhibit the perverted intellect, the resentment, the venom, the abandonment of sincerity and truthfulness on the part of the writer?

Loeb DeLeon's comments ran thus wise:

"'Yellow' labor in America enjoys an advantage not enjoyed by the 'White.' What may that advantage be? The advantage lies in the non-existence of the 'Yellow' scab-herder; in short, the non-existence of 'Yellow' Civic Federationized American Federation of Labor officers.

"The cry implies that the American Federation of Labor is a labor organization—the affiliation of its leading officers in their official capacity with the Civic Federation of Capitalist magnates and more recently its admission to its national conventions of clergymen as delegates of 'Councils of the Churches of Christ' and as delegates of 'Federations of Catholic Societies,' notably large property interests—all this demonstrates the American Federation of Labor to be an anti-labor, anti-proletarian, and pro-capitalist concern.

"Down or up the line, the history of Tobin's fellow American Federation of Labor officials is the history of scabbery against the working class. Such is the law of their existence. Accordingly, Farleyism is nothing peculiar to Tobin; it is the speciality of Gompers-Mitchellism; the speciality of all organization of workers that is officered by the Civic Federation.

"Haywood next hastily sketched the evolution of an American Federation of Labor 'labor leader,' from a well enough intentioned young man accepting treats at a strike conference to the stake where 'to-day John draws \$6,000 yearly a chairman of the Trades Agreement Department of the Civic Federation, and wears on his finger a diamond big as the Cullinan, presented to him by the mine operators.'

The assertion that Vice-President Mitchell received a diamond ring as a present from the mine operators is the sort of statement the Socialist leaders can make without wincing when denouncing trade union representatives. The whole world at all interested in this matter knows that the ring in question was presented to John Mitchell by the members of the Mine Workers' Union as an expression of their appreciation of the great services he has

rendered to them, and not by the mine operators. This piece of baseless vilification in Loed De Leon's paper is a key to the probable truth in any other assertion that paper has made or may ever make.

Day by day during the Civic Federation sessions, the New York *Call* treated its readers to a wild and whooping war-dance, with the meeting as its subject. The pre-meditated scream of derision and scorn reached the top note in every issue. Some of the headings in its articles were:

"Everybody Saved by Civic Federation."

"Wolf and Lamb Lie Down Together."

"Look Them Over."

"Stone Defends Bosses."

"Oh Joy! Labor Puts on its Dress Suit."

"Andrew Carnegie and Theodore Roosevelt Josh the Noble Workingmen."

In the *Call's* descriptive matter of the meetings occur such passages as these:

"Testimonials about this compensation specific will be given by the celebrated African traveler, Theodore Roosevelt, who is looked upon as a young man with a future, and is even mentioned in certain circles as a likely incumbent for a certain wide, oh very wide, chair that might be vacated in Washington during the winter of 1912-13.

"Andrew Carnegie, famous in most American libraries, and also famous in certain Pittsburg slums, will also have a word to say in behalf of Dr. Belmont's specific for workingmen, who lose a hand or foot, and sometimes their whole blamed life, in factory accidents."

"Haven't you got a picture of Tim Healy and John Mitchell sitting down to a love feast with August Belmont and Marcus Marks?"

"P. Tecumseh Sherman opened the afternoon session with a valiant effort to convince everybody that a workingmen's compensation law, built along the lines of the one which Belmont and John Mitchell had modeled for their guidance, would provide many immediate blessings and open the way for other and more 'progressive' laws."

"Chairman Straus, of Macy's department store, introduced Mitchell as 'a member of the Civic Federation who graduated from a labor union.' It looked like a big advance to Straus, who probabaly knows better than the general public all that it entails."

"Marks here let the cat out of the bag by saying that at no time and in no instance have employers found strikebreakers profitable. The fact is, he said, the employers have as much abhorrence for a strikebreaker as the employees, because strikebreakers are expensive. The only

way to do away with the strikebreakers, he thought, was meditation whenever a dispute between employers and employees arises."

"President Gompers said he didn't care who owned the trusts so long as they were run in the interest of the working-man—that is, partly in the interest of the workingman—far be it from him to interfere with dividends or anything else which Belmont and Straus are interested in."

But it is the dinner of the Civic Federation which gives the Socialist leaders a toothache. The introduction to the *Call's* two-column article of ripping, tearing, slashing, howling sarcasm descriptive of this function is as follows:

"The starving strikers of Tampa and Chicago, the merciless prosecution sustained by organized labor in Los Angeles, the crushing of the men on August Belmont's subway five years ago, the thousand battles which labor fought to wrest from capital a living by which it could maintain even decency were forgotten Friday night when the leading officials in America's biggest labor organization came in evening clothes, glistening white shirt fronts and silk hats to one of the huge and luxurious dining rooms of the Hotel Astor, there to sit down, laugh and feast with the richest nabobs and capitalists in the world. It was the annual dinner of the National Civic Federation."

And, again:

"But why mention these depressing things? Let us rather think of the splendid Broadway hotels, the fine dinners, the luscious music, the well-groomed men and women, and above all, the truly noble, humanitarian and Christian sentiments flowing as freely as the imported wines."

That sort of writing has its uses to an intelligent mind in betraying the estimate entertained by its authors of the grade of intellect and character of the readers to whom it is addressed. It is, in short, contemptible, because insincere and designed to stir up those meanest of passions, envy and the malice arising out of envy. This demagogic is inconsistent. That radicals may sit at the tables of the rich every day in the year is illustrated in the lives of a number of the American Socialist leaders, whose incomes from their own labor are of the slenderest description; whose incomes, in fact, so often come from their wives. That Socialists may dine sumptuously while starvation plagues the poor is a spectacle to be seen wherever the Socialists have the price. Here is a touch of description (from the *Literary Digest* of the concluding scenes at the World Congress of the Socialists at Copenhagen last December):

"At the conclusion, however, all shook hands and held a great reception. 'In short, it was a congress of compromise which ended in a dance.' Mr. Bourdeau thinks there was something droll in the sumptuousness of the supper given by the delegates at the 'magnificent town hall' of Copenhagen. He says the German Socialist paper, *Vorwaerts*, described 'the Pantagruelic sideboard,' on which figured 'hams and scarlet lobsters, and various choice dainties and delicacies which stood amid long-necked bottles.' 'We saw nothing of the cabbage-soup which Proudhon served out to his guests.' *L'Humanite* (Paris) protests against such luxury. 'To tell the truth,' cries Mr. Jaures in his paper, after sharing the good things of 'the Pantagruelic sideboard,' 'I was ashamed to indulge in all this fine fare.' The innocent orgy, says this writer, concluded with a dance. To quote his words:

"To the voluptuous measures of Viennese waltzes the couples joined arms and hands; round and round they whirled, and the god Cupid was one of the party. The congress ended in delight, for the most celebrated Socialists were to be seen and admired circling in the most frantic of farandoles. A fine comment on Bernstein's dictum, 'congresses are all humbug.'

So it is seen that all this Indian war dance, this tomtom beating, these shrieks of horror, these imprecations this attitudinizing by the Socialist leaders is a hollow traversity on bad acting. It is the veriest and most transparent demagogical rot. It is politics run mad—untrue unsound, insincere, contemptibly bad tactics supported by acting execrable to the last degree. What manner of man can be caught by it all?

But why should C. W. Post and other radicals of the Manufacturer's Association rail at organized labor and the Civic Federation? The Socialists are doing their work in this respect most faithfully. There is a striking similarity in the tone and phraseology in the attacks on the trade unionists and the Civic Federation in Post's advertisements and in the similar attacks of the Socialists. There are the same bitterness, the same baseless assertion, the same unreasonableness of attitude. Post, on inditing his most furious articles against the employers and organized workers who believe in systematized methods in endeavoring to maintain all possible industrial peace might count with certainty on having them inserted without charge if he were to send them in some Socialists's name to the Chicago *Daily Socialist*, the New York *Call*, the *International Socialist Review*, the Milwaukee *Democratic Herald*, and the

New York *Volkszeitung* or the New York *Vorwaerts*.. Post and the Socialists are in this instance the proverbial "strange bed-folows," that are made by politics, for in both these parties the animus of their onslaughts is a base form of politics which includes the weakening, if not the destruction, of the two institutions which stand in the way of their designs, namely the trade union movement as governed by its present principles and the Civic Federation. It is really a fortunate thing for the trade union men in the Civic Federation that they can point on the one hand to the venomous Post and on the other to the bitter-tongued Socialists and direct the attention of the country to the resemblances between them, which are the reverse of flattering to either.

National Association of Manufacturers.

John Kirby, Jr., President of the recently denounced the Civic Federation because Samuel Gompers and John Mitchell were "not only participants, but moving spirits in the movement as well as officers in good standing," and because of the doctrines they preach." Kirby hoped the day was not far distant when the Civic Federation would "clear its literature of the union label." He quoted a manufacturer as telegraphing to him: "I am opposed to our sending delegates to Gompers' convention"—the annual meeting of the Civic Federation—and another as saying: "I agree absolutely with your action in declining to appoint delegates to the National Civic Federation of Gomperism," and another, "There ought to be some way to enlighten the innocent or assumed innocent members of the Civic Federation that they are the tools of organized labor." C. W. Post had the following, August, 1909: "The *Square Deal* has persistently called attention to the fact that the National Civic Federation has almost uniformly lent itself to the support of the 'Labor Trust' in its attacks on the industry of the country and general welfare of the people. We can recall no instance in which it has failed to obey the wishes and behests of Gompers and Mitchell," etc. The *Square Deal*, the official organ of the National Association of Manufacturers, has this in an editorial, July, 1909:

"Mr. Mitchell, after having held on to his lucrative position as President of the Mine Workers' Union as long as he could, was taken to New York and given a six-thousand-dollar-a-year job with the National Civic Federation. It would not be at surprising if, through the efforts of the Civic Federation, he were nominated and elected to Congress by one or other of the corrupt rings which control the political parties in New York City."

If either the Socialists or Kirby, Post and Company were actuated by common sense and sincerity or even by the aim of getting at results equally desirable to both their organizations, they might well agree that one of them should carry on the work of smashing the trade unions and the Civic Federation. Each of them wants to do so, and both are carrying on their attacks with equal rancor. A trouble which both have brought upon themselves, however, is that the big general public sees that both of them can not be right in their charges at the same time, since the two sets of charges are contradictory in the extreme, and that hence there is but one motive—that of unworthy partisanship—at the bottom of the ravings which render the Socialists and the Post-Kirby combination equally ridiculous.

Now, let us look for a while at the National Civic Federation as an established American institution. It has finished a decade of work in the national field. It is proper—it would seem to be a duty—of the average citizen of honest intentions to review the character of the work performed by that Federation, and ask himself questions pertinent to its character as a useful agency in promoting the public welfare. Has it in any case betrayed public confidence or perverted the usefulness of trade unionism? Has it called on any representative of labor to sacrifice any of his principles, even the most radical? Has it made any stipulation to a labor man except that he should represent a bona fide labor organization? Has it or has it not the support of the body of representative labor men who joined it at the beginning? Have its enemies ever been strong enough to bring out a vote against it at any of the annual conventions of the American Federation of Labor? Has it or has it not confined itself in its general character to the work planned for it from the beginning? Has it gone into partisan politics? What has it done not in keeping with the character of a helpful remedial institution, within its proposed sphere of activity? Such questions as these outline the test by which its usefulness is to be measured.

The answer to these questions is to be found in the very columns of the Socialist newspapers reporting the Civic Federation conference. In its news matter, unavoidably interlarded with the screams of contempt and of objurgation injected by the biased Socialist reporters, the *Call* itself was obliged, notwithstanding the bad faith of its descriptions in general, to take notice, even if the briefest possible notice, of the various measures of helpfulness undertaken under the auspices of the Civic Federation.

Let us merely state some of the timely

questions of national import and of import to labor, discussed at this January meeting of which Governor Herbert S. Hadley, of Missouri, truly said, "There is no one topic on that list which has any political bias." Here are the subjects as contained in the circular announcing the meeting this year:

"The State Councils of the Federation, organized the past year in thirty-four States, will be represented by delegations. The importance of these State Councils is indicated by the fact that in nearly every instance the Governor presided over the initial meeting and nominated the members of the Council. At the annual meeting these councils will decide upon the subjects on which they will concentrate their efforts to uniform State legislation and their method of procedure. While at the National Conference on Uniform Legislation, held under the auspices of the Federation, uniformity was urged upon over fifty important subjects, the discussions at these meetings when the State Councils were organized centered largely around ten subjects, to wit: 'Regulation of Combinations and Trusts,' 'Regulation of Public Utilities,' 'Taxation,' 'Insurance,' 'Banking,' 'Compensation for Industrial Accidents,' 'Reform in Legal Procedure,' 'Pure Food and Drugs,' 'Uniformity in Good Roads Building and Automobile Regulations,' and the commercial bills of the Uniform State Law Commissioners."

"The subjects for special consideration at the annual meeting will be 'Compensation for Industrial Accidents,' 'Regulation of Corporations, State and Federal,' 'Industrial Mediation and Arbitration.'"

Is there any other national voluntary agency in the United States which has in hand the most difficult and complicated question of compensation for industrial accidents? Could it be possible that the interests in this matter of immediate importance to the working classes could be placed in more faithful and competent hands than those of John Mitchell, a Vice-President of the American Federation of Labor? At a time when there are specious and treacherous efforts being made by agencies inimical to trade unionism to divert compensation from a plane in which best results may be obtained for all our workers is it not well to have a man like John Mitchell always on guard to protect the interests of our wage-workers? It is to be kept in mind that the United States is behind all other civilized countries on this question; that an enormous amount of suffering is occasioned every day in America by reason of not having a compensation law. When compensation was up for discussion in Germany, were not the trade unionists as well as the Socialists of that country on hand to guard the interests of the working classes?

The "regulation of corporations, State and Federal," is at present in a state of chaos in this country. It would seem to us that, if Socialist programmes were to be supported intelligently, before the national ownership of monopolistic corporations could be brought about a large amount of work for the purposes of control must in the nature of things precede the wiping out of private ownership—if that is ever to come about. What practical efforts in this direction are the Socialists of this country making? Irrespective of radical reversals of ownership in railroads, is it not well that men representing all phases of opinion should come together and discuss this subject in its present situation? The Civic Federation furnishes the means of such discussion.

But what of the Civic Federation's attitude in the industrial field? Let its own declarations serve as the best answer. They are as follows:

"The scope and province of this department of the Civic Federation shall be to do what may seem best to promote industrial peace; to be helpful in establishing rightful relations between employers and workers; by its good offices to endeavor to obviate and prevent strikes and lockouts; to aid in renewing industrial relations where a rupture has occurred.

"That at all times representatives of employers and workers organized or unorganized, should confer for the adjustment of differences or disputes before an acute stage is reached and thus avoid or minimize the number of strikes or lockouts.

"That mutual agreements as to conditions under which labor shall be performed should be encouraged and that when agreements are made the terms thereof should be faithfully adhered to, both in letter and in spirit by both parties.

"This department, either as a whole or a sub-committee by it appointed, shall when requested, act as a forum to adjust and decide upon questions at issue between workers and employers, provided in its opinion the subject is one of sufficient importance.

"This department will not consider abstract industrial problems.

"This department assumes no powers of arbitration unless such powers be conferred by both parties to a dispute."

These declarations of purpose are submitted to the judgment of thoughtful, sincere trade unionists and others. We challenge the criticism of any one to point out wherein it offends against trade unionism; wherein the interests of the workers are not advanced.

One step has been gained which can never be lost; that is, the largest representative employers of America have

met, and in their meeting declared that it is the duty of all employers to confer with workmen to avoid conflicts; or when conflicts have occurred, conferences should be had to restore peace. It is a declaration in fact that employers no longer regard themselves as possessing the sole right to determine what wages, hours and other considerations of labor are just; that workmen have the right jointly to have a voice in the final settlement of the conditions under which they shall labor.

The American Federation of Labor as such has taken no part at all in the National Civic Federation. The fact that a few of the officers of the American Federation of Labor to that body does not commit the American Federation of Labor to that movement. The men of labor have simply taken advantage of a circumstance and an opportunity to bring about some advantage to labor without in the least impairing either the efficiency or the militancy of the labor movement. On the contrary the organizations of labor have not only as strongly but more strongly than ever maintained that idea since the formation of the Civic Federation.

And next as to industrial mediation and arbitration. Assuredly deliberation participated in by all the elements of our citizenship is most desirable.

The opportunity presented to the non-partisan-political organized wage workers of America to present their views on many propositions public or otherwise, through the National Civic Federation, has a value past estimate. When the spokesmen for organized labor in general are unable to reach the employing classes, they have their time taken up with incidents of the struggle leading up to a possible but perhaps remote stage in which the employers will at last be made to listen to the demands of the workers. Meeting this situation, in the Civic Federation have been massed a very large body of employers who profess a willingness to listen to organized labor, to permit their own representatives to meet those of organized labor, and in council settle by reasoning questions of difference which otherwise might provoke endless strikes or lockouts. In a word, then, to the extent of the efforts exerted by employed and employers thus brought together, industrial peace may minimize industrial war and advantage accrue to labor. In these circumstances there arises no wrong or damage—except to the Socialist politicians.

The trade unionists struggle on and yet want to get whatever of advancement can be had by treaties, trade agreements, with employers. The Civic Federation performs in this situation when requested the office of intermediation, as

certaining which of the trade unions are willing to meet employers to discuss questions of differences upon a reasonable basis, and in turn which employers are willing to meet trade unionists. When a man like Seth Low of the National Civic Federation, who for a quarter of a century has systematically given time to his work, comes forward and lends his influence, his honored name, his experience, his judgment, his character, to this purpose, the act to our mind should command the respectful attention of the entire American public, and when the history of the last decade shows that the National Civic Federation has, time and again, by bringing together the representatives of the employing class and of the employed class, prevented losses amounting to millions that cannot be calculated—and when any such conference has been held due to the efforts of the Civic Federation, the results have ever been to the advantage of labor—it seems to us that this fact should further arrest the attention of the public and insure commendation of the movement. There is a field for the work of such an institution. It is a specific field. We do not exaggerate its social comprehensiveness or its importance. We do not place the institution as one sufficient to cover all industrial and social demands. And, of, course, we recognize differences in the ideals of some of the employers in it from the prevalent ideals of the organized labor movement.

But these clashing ideals relate to the constitution of society as it is to be at a time remote from the present or to matters not directly involved in Civic Federation proceedings. Any agreement between the employers and the employed in the Civic Federation is upon practical matters now. Both parties recognize the necessity of substituting wherever possible the methods of conference for the methods of the strike and the lockout. Both parties are acting according to the dictates of common sense and a common social obligation, instead of indulging in blind prejudice, class rancor and individual antipathies, and yet always having in mind the rights and interests of labor. An opportunity has been given in the Civic Federation to the leading capitalists of the country to show that their professions of square dealing are more than hollow promises, and many of the best known among them have responded to the call. They have taken hold of several of the most pressing wage-workers' questions of the day and are endeavoring through study and conference to reach conclusions regarding them that will help labor to bring the United States in these respects up to the level of other nations, and even to surpass them. The more

active among these capitalists in the Civic Federation have now faithfully adhered to their self-imposed task for a time sufficiently long to demonstrate a sustained sincerity. Several of the most prominent, including the first president, steadfast to the last in their duty, have died since the Civic Federation was established. The employers and the representatives of the public in the organization bring to the working out of its problems a body of legal and other expert talent, and resources in general, which labor if working alone could not command. Beyond this, the labor representatives participate fully in the work at every stage and defend in each particular the interests of all the wage-workers.

We believe that this is an accurate description of the situation in the Civic Federation of today, and it would be cowardly and criminal in us not to stand up for the truth in this respect as it has been evolved in the course of time and trial.

We deny that there has been any deleterious effect on the trade union movement, or on the general social movement of the workers, through the existence and operations of the Civic Federation. In another part of this issue of the American Federationist appears the address delivered by President Gompers before the Civic Federation upon the Sherman Anti-Trust Law and the application of that law by the courts to organized labor. On that occasion the opportunity was seized of bringing to the country the conclusions of organized labor as to the operations of that statute. To the Socialists it may be a matter of utter indifference that the courts have held that the organized effort of the workers comes under the provisions of the Sherman Anti-Trust Law, but to the trade unions it is of vital importance. It is essential for organized labor to obtain relief now from such a legal status. The only way that it can be secured is through Federal legislation. If the representatives of organized labor can gain the assistance of many influential men to arrive at that result, is it the part of wisdom to repudiate association with them? Is it not rather the duty of organized labor's representative men to co-operate to the attainment of that end?

Upon any matter in which the interests of labor conflict with the interests of others in the Civic Federation, there comes the parting of the ways, and upon such differences the men of labor clash with those who are opposed to them, working together with them only upon those measures of policy upon which agreement may be had.

We append the following record of sentiments which we uttered at the dinner at the recent meeting, and challenge crit-

ics, Socialists or otherwise, to find in it the flaw that is shown either by the suppression of our convictions or by an exaggeration of the performances of the

Civic Federation, or through any blinking of the fact that in radical matters most employers may reject working-class ideals:

The men of labor realize that while in this forum are men who strongly differ on matters of interest, of policy, of philosophy, of principle, and who may all strongly contend for the faith that is in them, no man surrenders his point of view by his association in the National Civic Federation. I amagine that many of you ladies and gentlemen who are here this evening have participated in other meetings, and I believe that you will agree with my statement when I say that the representatives of labor have not been mealy-mouthed in the assertion of the faith which they held, and we are not going to be so tonight. I am ready to acknowledge, and I do gladly acknowledge, that by reason of our coming together much strife has been avoided, and many reconciliations established where the relations between employer and employee have been ruptured. There is now, due to the organized effort of the working people and of our Civic Federation, a better general concept among all the people of this country of the duties we owe to one another. For instance, there is a better understanding and a more ready acquiescence in the thought that the labor of children must be restricted, and we are united in the common effort to so restrict it. And as to the discussion of these past few days, and particularly today, of the question of compensation for accidents and their prevention, I ask our hypercritical friends where on earth they can find a body of great captains of industry, set in council with the representatives, and true representatives of labor to try and devise ways and means by which injury and accidents may be prevented and compensation given where accidents are unavoidable.

I shall not attempt an encomium of the Civic Federation: that is not my function. But may I trespass upon your time for a few moments to say that no one appreciates more than I the good work done and the good work attempted by this organization. I have heard propositions submitted for greater production, for more efficiency in labor, for bonuses and profit-sharing, industrial education, vocational education, welfare work and kindred matters, with much of which I am in entire accord and from some of which I strongly dissent; but let me say this to the advocates of any of these suggestions, that any one of them which undertakes to eliminate the organization

of the working people will reckon without its host. We trade unionists stand for the best in all our people; we believe in the joint bargain, in the trade agreement; we believe in working by concerted effort for industrial progress and and industrial peace. I want to join in the expression of great appreciation for the splendid address of Senator Cummins. I would like to supplement a thought or two to some of his references to the organizations of labor. Substantially I claim no credit for verbal accuracy. He said that the organizations of labor will never secure for the working people adequate wages. Now the question reverts to what are adequate wages? What were adequate wages a decade ago are inadequate wages tomorrow. The fact of the matter is, I doubt that so long as there shall be a divergence of interests between employers and employes there ever will be such a thing as adequate wages. The men and the women of labor are somehow constituted like other people, and that is, that in as much as the Senator so well said, as most people are striving for more money, greater possessions—and he said that he did not know that he wanted to be differentiated from those who tried to get more profits, more acquisitions—so with the working people. Whatever they have, poor as it is and fair as it may be, they have this common aspiration for more, and when they secure more the common attribute of their natures will still be in activity, and they will strive for more. and I trust that the time will never come when they will fail to aspire for more. Surely this fact is self-evident that if it were not for the labor organizations of our country, the aspiration for more through joint effort would die in the laborer's breast.

I was pleased to hear the Senator speak of the Sherman Anti-Trust Law, and its application as now interpreted by the courts to the labor organizations, and his belief that they should be taken out of the operations of that act. He added that they should be dealt with independently. I will stand here for myself, speaking only of myself, gladly meeting that issue. Let the Congress of the United States differentiate between combinations organized for profit and dealing in the products of labor from the organizations of the working people who are engaged in the effort to promote their own interests by the exercise of their personal activities, not for profit, and we shall meet the subject of independent legislation upon that question.

Just a word of reference to the right of workmen when non-union, when unorganized, to dispose of their labor as they will. This is a self-evident proposition from which no earnest thinking

man can dissent, but in the assertion of that principle it carries with it also this logical conclusion—the right of the union workmen to dispose of their labor as they will.

I fear I have trespassed beyond the ten minutes allotted to the speakers. I shall not detain you longer—much as some thoughts are pressing upon my

mind for expression. I merely want to close with the expression of my hope to be of some service to my fellow-men. This I believe is the mainspring of the best thought of the best men and women, and in that spirit, and in that thought, I close in the hope of success of the great work of our National Civic Federation.

THE TRAGEDY OF "GETTING SQUARE"

What an awful price people pay for the determination to "get square" with those they fancy have injured them! No matter what others do to us, every bit of retaliation, every bit of injury we do to them, every blow intended for another, really wounds ourselves.

bitter, revengeful thought is a boomerang which is hurled back to the thrower. It is impossible to injure another either in thought or in deed without receiving the blow ourselves.

What a terrible price many people pay for their revenge—a price which often staggers their advancement, kills their efficiency, ruins their characters.

I have known people to carry for years feelings of bitter hatred and revenge for a fancied wrong, to hold a revengeful determination to "get square" with those who injured them, until their whole characters were so changed that they became almost inhuman.

No one can carry a grudge against another, a hatred thought, a revengeful determination, a desire to injure others, without a fatal deterioration of character, as well as serious impairment of his getting-on ability and his happiness.

People little realize what they do when they harbor these happiness-destroying, success-killing thoughts toward others. Such feelings kill spontaneity, blight the character and stifle self-expression.

No one can do his best work while he harbors revengeful or even unfriendly thoughts toward others. Our faculties only give up their best when working in perfect harmony. There must be good will in the heart or we cannot do good work with the head.

Hatred, revenge and jealousy are rank poisons, as fatal to all that is noblest in us as arsenic is fatal to the physical life.

Just think how unmanly it is to be waiting for an opportunity to injure another, or to "get square" with some one! If you wish to make the most of yourself, and have peace of mind, never retire at night with an unkind feeling toward any one in the world. Forget, forgive. Let not the sun go down upon your wrath.

You cannot afford the fatal rankling of these hatred and revengeful javelins in four soul. They are success killers, happiness destroyers.—St. Joseph (Mo.) Unionist.

THE CRY OF TOIL

BY RUDYARD KIPLING.

We have fed you all for a thousand years,
And you hail us still unfed,
Though there's never a dollar of all your
wealth

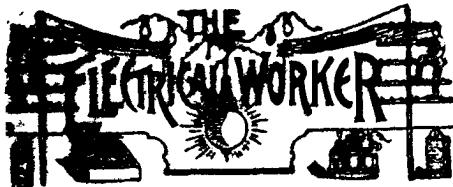
But marks the worker's dead.
We have yielded our best to give you rest,
And you lie on a crimson wool;
For, if blood be the price of all your
wealth,
Good God, we ha' paid it in full.

There's never a mine blown skyward now
But we're buried alive for you;
There's never a wreck drifts shoreward
now
But we are its ghastly crew.

Co reckon our dead by the forges red,
And the factories where we spin;
If blood be the price of your accursed
wealth,
Good God, we ha' paid it in full.

We have fed you all for a thousand years,
For that was our doom, you know.
From the days when you chained us in
your fields
To the strike of a week ago.
You ha' eaten our lives and our babes
and wives,
And we're told it's your legal share;
But if blood be the price of your lawful
wealth,

Good God, we ha' bought it fair.



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PETER W. COLLINS, Editor,

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MR. DOOLEY ON COST OF LIVING.

By F. P. Dunne in The American
Magazine.

"What are ye goin' to put in me
stockin' f'r Chris'mas?" asked Mr.
Dooley.

"If ye lave ye'er stockin' within me
reach," said Mr. Hennessy, "it's a
Chris'mas prisint iv a stockin' I'll be
givin' myself. 'Tis a shtrange thing, I
can't make it out, but I'm no better off
this Chris'mas thin I was last. I ain't
complainin', mind ye. If there's wan
man I hate more thin another it's wan
iv these here fellows that blames th'
wurruhd f'r his own failures. But I
can't understand how it is that though
me salary has been raised fr'm wan
sventy-five to two a day I haven't been
able to lay by anything, an' this Chris'
mas sees me just about where I was a
year ago. I ain't sad about it, mind ye.
But I can't figure where the' leakage is."

"It's your reckless disposition," said
Mr. Dooley. "Ye do well not to blame
annywan but ye'ersilf, f'r 'tis ye'ersilf
alone that's to blame. I don't reproach
ye, me friend, Everybody is as th' Lord
made them an' ye were bor-rn to be an
athtractive, dashin' fellow, scatthrin'
ye'er money around ye, with little care
fr' th' morrow, hurrah, boys! aisly come,
aisly go. Th' trouble with ye is that
ye don't know th' value iv money. An'
how shud ye whin ivry day iv ye're life
excipt Sundahs, th' Steel Thrust pours
a goolden sthream iv two dollars in on
ye?

Alas, the Extravagant Laboring Man!

"But, what I'd like to know is what
ye do with ye'er money. I'm inthrested
in th' ways of th' luxuruous classes. Ye
say ye'er income has increased twenty-
five cints a day within th' year. That's
money. Multiply that be, we'll say, three
hundred an' we have what? I'm not
an expert accountant so I won't thry to
give ye th' exact result, but it's a large
sum. An' yet ye tell me that ye'er ex-
pences are still akel to ye'er income.
What d'y do with it, I ask ye, ye spend-
thrift. I can't say that I've seen any
change in ye. Ye'er th' same old Hin-
nissy to ye'er frinds that ye always was.
I don't see any ostintation in ye. Ye'er
establishment is wan iv modest luxury.
Th' same simple but firm rockin' chair
is to be found befor ye'er cheerful base-
burnin' stove. Ye'er overalls are what
anny gentleman in comfortable circum-
stances wud wear. Ye have not be-
come a slave to th' pleasure iv th' palate.
I have obsarved that th' dejenay that
ye carry upon ye'er ar-rm instead iv
havin' it sint to th' mills in a taxy cab
as ye might, is still th' refreshing but
modest corn beef.

What do ye do with ye'er money?
I'm anxious to know. Where has this



fortune disappeared to? With all me likin' fr ye'er divvle-me-care disposition I must remind ye that wealth has its responsibilities as well as its advantages. Ye're got to remember that it was such extravagances as ye'ers that busted Rome. It was th' placin' iv wealth in th' hands iv th' idle an' pleasure-lovin' instead iv in th' hands iv others an' lettin' them be idle an' pleasure-lovin' that bumped this mighty Empire until today it's no bigger thin Cincinnati, Ohio.

"I don't know what ye'er talking about," said Mr. Hennessy, "but I'm thinkin' th' reason I can't put by anything is that ivrything costs more."

"Hinnissy," said Mr. Dooley, "if it wasn't that I'm an old frind iv ye'ers an' wudden't fr' wurrulds call ye out iv ye'er name I'd say ye were a pollyticke economist. I wudden't be surprised to know that ye ar-re right. We ar-re now in th' mist iv a season iv unexampled Prosperity. Hiven an' Bill Taft have smiled on us. We ar-re blessed with a tariff that accordin' to Bill is wan iv th' handsomest an' most becoming loads that was ever, says he, imposed upon th' breakin' back iv a patient people. There is wurruk fr all who can't afford to refuse it or ar-re in some other way oncapacitated fr idleness. I don't think I can iver remember th' time whin ye were so thruly an' completely blessed with employmint as ye ar-re today. Money, as ye say, has been showered on ye be ye'er employers. Yet in th' old race iv Hinnissy's income against th' cost iv food an' clothes ye're not a pair iv shoes or a loaf iv bread to the good. But ye do right not to repine. Ar-ren't ye glad to know that ye live in a countrhy where the' cost iv livin' is th' highest in the wurruld? Cheap clothes makes cheap men, ye know. An' it is our proud boast that our American-made pants ar-re as dear to us as anny iv our other institutions.

Thoughts on Eating an Egg.

"I don't know where it's goin' to stop. I was lookin' over a price-list in Grogan's the' grocer's yesterdah an' it looked like a score in a sivin-day bicycle race or th' weekly report iv th' bank clearings. Whin I got his bill last week I thought th' postman had made a mistake an' s'int me Judge Landis' fine iv th' Standard Ile Comp'ny. Ivry time I ate an egg I feel like that there Egyptian queen that dissolved pearls in her dhrink befor she dhrained it off. Whin I look at th' clothes I wear I'm afraid me neighbors will think I'am a miser. Whin I remember what they cost me, I'm afraid people will think I'm onmally fr' wearin' such oryental rayment. I shudder to think what'll happen to me

whin these pants wear out. I can't stay indures all th' time. An' if be patient tol an' close economy I gather together a fortune an' carry it down to me frind Solly's an' ask him to exchange a pair iv pants fr it I can't go home fr there'll be nawthin' left to pay th' rint. Aftah lookin' over me bills I'm ondecidid which I'll do—starve or go naked. It's wan or th' other an' on rent day it looks like both.

The Real Cause of All the Trouble.

"An' so it goes. I complain iv th' rent me landlordan asts me an' sometimes I accede, as Hogan says, to his request. Me landlord complains iv th' way plumber overcharges him. Th' plumber says he can't do anny betther thin make a livin' on account iv th' rapacity iv th' plumber's union. Th' most prom'nen't, distinguished an' wealthy member iv the plumber's union borrid two dollars fr'm me yesterdah because he cudden't pay his bills out iv th' vast hoards that he'd wrenched fr'm his boss fr mendin' waste pipes.

"An' th' s'trange thing about it is that it's always been th'ree in my recollection an' I can remember almost as far back as to think iv meself hollerin' 'mort' to ye whin we were buildin' th' pyramids. Ye says th' cost iv livin' was never higher fr ye an' ye ar-re right. Ye say it niver was so high an' ye're wrong. It's always been th' same fr ye an' th' likes iv ye. I niver knew th' day whin ye weren't about th' same number iv jumps behind in th' race with th' price iv eggs. Whin ye're not wurrukin' eggs is down. Whin ye ar-re wurrukin' they're up. That's all there is to it. Ye're to blame, me boy, because a colledge profissor in Harvard can't afford to buy himself a new hat. Ye've caused th' boost in prices. Whin ye had less wurruk ye ate less an' wore out fewer clothes. Whin ye got a steady job ye raised th' grocery store, th' price iv pork chops took a sudden leap an' whin th' profissor at Harvard wint down to th' foreman an' got his pay check that had been ample while ye were onemployed he found bar'ly enough in it to pay th' butcher bills. Whin ten millyon iv th' likes iv ye gets twenty-five cents a day more pay there's just that much added to what it costs ivrybody to live."

"But what am I goin' to do about it?" said Mr. Hennessy.

"Some pollytical economists are in favor iv ye're not 'atin,'" said Mr. Dooley, "I wud say stop wurrukin' if it gives ye such an appetite."

Would like to know the whereabouts of Charles Theobold, last heard of in De Kalb, Ill. Address R. M. Hoggbin, 623 Lake Ave., Racine, Wis.

THE STRIKE

From Talks Given to the Study Club of St. Mary's Church, Cleveland, Ohio
By FRANCIS S. BETTEN, S. J.

There are a great number of strikes every year in the United States. Thousands of workingmen, mostly combined in unions, declare to their employers that the wages are too low or their working hours too long, that the treatment they receive at the hands of their foreman is despotic, etc. If they cannot reach terms agreeable to both sides, the strike is entered upon as the last resource of the workingman. The factory remains empty, nobody or only a few wait on the customers in the department store, the street car company has no conductors to run the cars. The strike will always, though not in equal degrees, affect the public. In many cases it may almost stop all the public life of a city or town, as we had an opportunity to see in Columbus, O. The strikers are no millionaires, so after a few weeks they begin to suffer, and the little money the union can pay to support them is not enough to buy bread for their families. The employers will try to get, and perhaps succeed, in getting other men to take the place of the strikers, while the latter will do everything in their power to keep these "scabs" away. Unfortunately, here and there the strikers resort to violence, to damaging the property of their employers or threatening the life of strike-breakers. The strike is a kind of war in times of peace, a war in which capital and labor measure their strength. Is it allowed? Is it always allowed? Are there perhaps some conditions that make it lawful or unlawful? What do we Catholics think of it?

May 15, 1891, Pope Leo XIII issued his great encyclical, "On the condition of the workingmen," which is the rule of our doctrine on all such matters, and the program of our social activity. In it he does not say in so many words that the strike in itself is allowed, but the terms he uses evidently show that he supposes this. But he warns those whom it may concern to obviate the grave inconveniences by public remedial measures. There indeed no doubt among the great Catholic writers on social matters as to the legality of the strike, which they say is the most extreme, but in itself not an unlawful means of the workingmen to enforce their claims—provided that certain conditions be fulfilled.

The first condition is that the claims of the strikers be just. This is evident. The best means become unlawful and criminal if used to obtain something which I have to obtain. They are thereby changed into an act of robbery. It is therefore a paramount importance that

the aims of a strike be just. The advantages to be expected from a strike as a rule are higher wages or their equivalent. So we have to see, first of all, which wages are just, which wages a workingman may justly claim and consequently strike for.

The lowest amount is that which is required to support the workingman and his family in moderate comfort. After Adam had sinned God said to him: "In the sweat of thy face thou shalt eat bread!" thus imposing the duty of labor on him and all his descendants. Labor was to be a penance, but also the only means which would enable him to maintain his life for a limited number of years. God wanted him to live; consequently man's labor must be able to support him. Moreover, God wanted the human race to continue in existence; in other words, it is his will that as a rule man is to found a family, which, of course, will depend on him. It must therefore be God's will that a man's labor support him and his wife and children, and that in reasonable comfort. This is the express doctrine of Leo XIII, in the above mentioned encyclical "On the condition of the workingmen." The lowest amount which is required for this end is therefor the lowest wage the workingman may justly demand. His employer is bound in conscience to pay him at least that much—how great this amount is, it is difficult to say, as it will change according to the manifold conditions of time and places. It would be much easier to mention, perhaps, a sum which is in any case below the standard.

We must demand "a reasonable comfort," because without some ease and pleasure no good family life is possible, nor will the worker without some recreation be able to perform his duties. "All work and no play makes Jack a dull boy," and worse than that, a life without joy will embitter a man, and it is even apt to kill in him all higher ideas, religious ideas and the hope of Heaven included. On the other hand the workingman may not rightfully expect the same advantage from the concern for which he is working as the owner of the factory. There must be a high premium on risking large sums of money for industrial enterprise, otherwise nobody will do it. The physician, too, and the lawyer who do work of a much higher nature and importance, and who had to devote many years to hard studies before they earned the first dollar, rightfully claim a much higher reward for their services than a common

laborer. And above all God positively wants a difference in the possessions of the various members of the human family, a fact which is the source of innumerable acts of virtue. What He does not want, in anybody and anywhere, is sin, in our case, injustice.

But if a workingman has the right to demand the lowest amount of wages, it does not follow that he is obliged to be content with it. He may do so, of course, but if he chooses, he may by lawful means obtain better wages from his employer. As it is difficult, however, to assign the lowest wage limit, it is perhaps even more difficult to exactly point out the highest amount which workingmen may aspire to. Luckily this as a rule is not necessary; commonly the employers will not allow the wages of their laborers to raise too high. Workingmen, however, are not allowed to demand a wage which evidently exceeds the limit.

By these considerations we are enabled to establish our principles: (1) The employer is bound in conscience to pay his workers at least the lowest wage. (2) He is not obliged to pay him more if he can help it. (3) The laborer is bound in conscience, not to demand more than what he knows to be the highest wage. (4) He is not obliged to work for less than the highest wage, if he can help it. (5) Between these two boundaries, the highest and lowest wage, a peaceful contention is allowed, provided that no acts of injustice are committed on either side.

We have now only to draw our conclusions in regard to the strike, as far as the object comes into consideration. Workingmen, and in general all employes, may justly wage limit, because it is their strictest right to receive at least that amount of pay. But as far as the object or purpose of the strike is concerned, they would also be allowed to strike for an increase of their wages, as long as the amount they demand is not evidently higher than the highest wage limit. It also seems to follow, that when a strike is on for the lowest wage, all must join who can in any way do so, because there is more at stake than private interest. Yet it would be too much to establish a strict duty; we can hardly say that a poor man is obliged to see his family die of hunger while there is the opportunity to obtain at least starving wages. If the purpose of a strike is to obtain higher pay, though the wages so far received are tolerably good, there is no duty whatever to join it, if a person is satisfied with what he gets. If, however, he has promised to join either expressly or by the fact that he belongs to a union, he is bound to keep his promise; especially

as by giving it he helped to bring about the strike. Yet even this promise can not force him to sacrifice the welfare of his family, to which he is bound by ties holier and stronger than to anyone else. The striking union, however, retains the right to expel such a member. Likewise, if any other people are willing to work for the lower remuneration, they may do so; the only weapon the strikers may rightfully use against them is persuasion. By the same right with which the strikers may lay down their tools because they want a higher pay, others may take up the tools, if they think the pay is high enough for them. Any act of violence or moral force is against justice and against the liberty of man to take up work which in his opinion yields an income sufficient for him and his family. Violence, besides being unjust, commonly harms nobody more than the strikers, especially by turning public opinion against them. In American strikes, be it said to the honor of the strikers, violence mostly proceeds from non-strikers.

What was said so far of the amount of wages for which a strike may be entered upon, is easily applied to similar purposes of a strike, for instance improvements in the workrooms, shortening of hours, recognition of the unions, etc., though in regard to some of such purposes special remarks might be useful.

Not less important for the character of the strike than its purpose are the circumstances under which it is to be undertaken. The strike is a war in peace and it has many of the great evils of the war attached to it. As it would be a terrible crime to conjure up the horrors of war for some private ends and not for the true welfare of the nation, so it would be criminal to call a strike or promote the agitation for it unless there is the honest intention of doing so solely for the welfare of the workers. A similar crime would be committed if there were not a well-founded hope, both that the strike will succeed and that it will not lead to grievous excesses. If contracts with the employer have not yet run out, the strike may not be started, unless the employer has evidently violated his own obligations in important matters.

Taking all this into consideration it is not surprising that serious-minded men who are true friends of the people seem more inclined to dissuade than approve of a strike. Pope Leo XIII is among these, though as already stated, he does not at all condemn the strike in itself. "Such paralyzing of labor," he says, "not only harms employers and employes alike, but is extremely injurious to trade and the interests of the

public; moreover, on such occasions, violence and disorder are generally not far distant, and thus it frequently happens that the public peace is imperiled." Then follows his advice, which many of the governments of the world should have heeded much sooner.

"The laws," says the Pope, "should forestall and prevent such troubles from arising; they should lend their influence and authority to the removal, in good time, of the causes which lead to conflicts between employers and employed." Such laws should safeguard the rights of both parties as well as the right which the public has to order and quiet. And let another warning of the "Pope of the workingmen" be followed: "When there is a question of defending the rights of individuals, the poor and helpless have a claim to special consideration. The richer classes have many ways of shielding themselves, and stand less in need of help from the state; whereas, those who are badly off have no resources of their own to fall back upon, and must chiefly depend on the assistance of the state. And it is for this reason that wage-earners, who are undoubtedly among the weak and neces-

sitous should be specially cared for and protected by the government. This protection must extend to all their rights, not only the right to such a remuneration as just affords them the means of a tolerably decent existence, but also the right to see their wages raised, if this can be obtained by lawful means and without injury to anybody.

Probably no country has done so much in the line of protective labor legislation as Germany. In our own country, too, there are a goodly number of excellent laws, both United States and state laws, for the safeguarding of the workingmen's interests; some of them, unfortunately, are not strictly enforced. But there is vast room for improvement. Among many other things, the strike, its beginning and progress should be in a fair way regulated. Whether it ever is advisable to prohibit striking at all, it would be difficult to decide. One of the greatest Catholic authorities, Dr. Retzbach, concludes his interesting paragraph on our subject with the words: "As long as there is no better way for the workingman to adjust their grievances, we can not deny them the right of striking."

"PHOSSY JAW"

Loathsome Disease Attacks Workers in Match Factories—Must Be Abolished by Congress

In 1909 the American Association for Labor Legislation, in cooperation with the United States Bureau of Labor, investigated the match industry in America, and in May, 1910, the result was published in Bulletin 86 of the Bureau of Labor.

The investigation showed that "phossy jaw" has attacked large numbers of workers, and that 65% of all employed match workers, and that 65% of all employed in the match industry are liable to contract the disease, while 95% of the women, and 83% of the children are so exposed. And the list of victims is growing month by month.

The disease is caused by the absorption of phosphorus through the teeth or gums. Inflammation is set up, which extends along the jaw, killing the teeth and bones. The gums become swollen and purple, the teeth loosen and drop out, and the jaw bones decomposed, passing away in nauseating pus, which sometimes breaks through the neck in the form of an abscess, or oozes into the mouth.

When the disease is once established, a surgical operation is usually the only means of arresting it. Entire jaws have been cut out, and agonizing deaths occasionally result. The stench from the

decomposing bones is indescribable, and is so nauseating that dentists and physicians alike avoid patients suffering from "phossy jaw."

The following, from the records of the Association, is a typical case of this dread disease:

Eight years ago Mary Wilson, 21, tall, strong, and full of the joy of life, married Henry Welsh. She had worked for several years in the match factory, and continued to work there after marriage. But two months later she commenced to have trouble with her teeth. Dr. A. treated her, operating Nov. 15, 1901. He performed a second operation Aug. 11, 1903, removing several large splinters of bone from her jaw. She grew no better, and Dr. B. treated her daily at her home. As the trouble continued she went to Drs. C. and D., and is receiving medical treatment from them at present. Three years ago an abscess opened through her right jaw, and one year ago another opened on the left. Both require constant bandaging. She can scarcely open her lips enough to speak. All of her lower teeth, except the middle six, have come out, and several inches of the jaw bone are bare, with pus oozing from the sockets. The bone continues to die

and to dispose of itself in the most nauseating and dangerous manner. As the pus flows from the dead and decaying bone it mixes with the saliva and poisons the entire system.

She has a boy six years old, a little girl of four, and a baby but two years old.

"The odor is awful, but I can't help it," she mumbled. "The doctors say perhaps they could cure me by cutting out my jaw; but I am young yet, and how would it look? I would rather be dead, I think!"

ATTEMPTED REGULATION A FAILURE.

The efforts of some of our manufacturers, and the unanimous experience of European countries, prove that the disease cannot be abolished by the most stringent factory regulations. In Europe for many years every safeguard was used, but every one of them failed to protect the workers. When the failure of attempted regulation was realized an International Treaty (the first of its kind in history) was concluded between nine of the leading European countries (including also the Crown colonies of England, the colonies of France, the Dutch Indies, and Australia), providing for the absolute prohibition of the use of poisonous phosphorus in match making. The Canadian Parliament is advancing a similar measure for the protection of her workers, and we are assured that the Bill will become law in the near future.

Workers in America are more liable to contract the disease than were workers in Europe, because the European match contained not more than 10% poisonous phosphorus, while the American double-dipped match now contains from 14½ to 20%. Moreover, the stringent regulations enforced in Europe are unknown in this country.

SUICIDES AND DEATHS OF LITTLE CHILDREN.

In addition to the hideous nature of the disease itself, matches made from poisonous phosphorous constitute another menace. When the match heads are dissolved in water, they form a ready instrument for crime. One case among many is that of Anastivia Becker of Philadelphia who "was found unconscious at her home, and was removed to the Pennsylvania hospital, where she died."—Philadelphia Item, Aug. 24, 1910.)

It is evident that if people can kill themselves with the poison, they can also kill other people with it.

Yet another menace is the danger to little children, who often suck off the match heads and die in horrible agony. This Association has records of a large number of such cases. From one of the grief-stricken parents we have received the following note:

"My little boy died January 23, after

eating a few match heads. I urge you to have the Esch Bill passed."—E. B. Rowland, Iola, Wis., Feb. 7, 1911.

Another father writes:

"The matches took my only boy, and the wound will never heal. You can imagine how I feel towards using such stuff for matches."—Dr. Edwin K. Wood, Indiana, Pa., January 31, 1911.

Every father and mother will know how difficult it is to keep little children from playing with matches, and it is terrible to contemplate how near to such a death many children have been.

CHEAP AND HARMLESS SUBSTITUTES.

There are several cheap and harmless substitutes for the poisonous phosphorus. Probably the cheapest and best of them is sesquisulphide of phosphorus, an invention of French chemists, the patent being owned until recently in this country by the Diamond Match Company. This company, following its promise to the U. S. Bureau of Labor, granted the use of its patent to other manufacturers at cost price. But a cry of "monopoly" was raised that threatened the success of legislation against the poison. The Association for Labor Legislation then induced the Diamond Company to assign its patent to three trustees—Charles P. Neill, Commissioner of Labor; E. R. A. Seligman, Professor at Columbia University; and Jackson H. Ralston, Attorney for the American Federation of Labor. As even this extraordinary step did not satisfy some people, the owners, on Jan. 28, 1911, were induced to cancel the patent in order that "phossy jaw" might be abolished at this session of Congress.

NO INCREASED COST TO THE CONSUMER.

It has been urged in some quarters that the prohibition of the poison would involve an increase in the cost of matches to the consumer. The manufacturers themselves admit, however, that the additional cost, if any, would not exceed 5% to 7%, and would be borne by the manufacturers and dealers. A New Jersey match manufacturer has been making non-poisonous matches, from a formula of his own, for more than six months, and selling them in competition with the ordinary poisonous match. He is doing a large and increasing business.

PROHIBIT THE POISON!

Realizing the terrible menace to the health, comfort and safety of the match workers; realizing the menace to public safety afforded by easy access to so deadly a poison; knowing the unanimous experience of leading European countries, that has led them absolutely to prohibit the use of the poison; and knowing how readily available are cheap and harmless substitutes, the Association for Labor Legislation urges that the use of white

phosphorus in match composition be restrained by means of a prohibitive tax.

To this end, Honorable John J. Esch, in June, 1910, introduced in Congress the Association's Bill, providing for the imposition of a prohibitive tax on poisonous phosphorous matches.

In the course of his message on December 6, 1910, President Taft said:

"I invite attention to the very serious injury caused to all those who are engaged in the manufacture of poisonous matches. The diseases incident to this are frightful, and as matches can be made from other materials entirely innocuous, I believe that the injurious manufacture could be discouraged, and ought to be discouraged, by the imposition of a heavy Federal tax. I recommend the adoption of this method of stamping out a very serious abuse."

The Association decided to ask for Federal rather than State legislation because of the impossibility of quickly securing uniformity of legislation throughout the country by the latter means. The result of State legislation would have been to create chaos in the match industry, without abolishing the disease. Some States would have attempted regulation; others might have prohibited the use of the poison; yet others, influenced by the obstacle of interstate competition, would have done nothing for fear of hampering their industry.

The match manufacturers are alive to these facts, and most of them now support the Esch Bill because of its national character, and because they are sincerely anxious to assist in abolishing the use of the poison. This measure is endorsed by the American Federation of Labor and by the National Manufacturers' Association. State legislatures by joint resolution are urging Congress to action.

CONSTITUTIONALITY OF THE MEASURE.

It has been contended by opponents of the Esch Bill that it is unconstitutional since it attempts to protect the public health through the use of the taxing power of Congress. But this Association submits that, if it is constitutional to levy a tax in the interests of an industry, as is done by our tariff system; and if it is constitutional to levy a tax on artificially colored oleomargarine; and if, further, it is constitutional to levy a prohibitive tax on the circulating notes of the State banks, then it is constitutional to levy a tax in the broader interests of public health and safety. It is not expected that this tax will be productive of much revenue; but, as a result of the highest court decisions, it is now well established that "the power to tax involves the power to destroy." (McCulloch vs. Maryland, 4 Wheaton, 316, 431.) This Association submits, therefore, that the constitutionality of its measure will be conceded by the courts, and that its reasonableness and necessity as a means of achieving the great public purpose in view should commend it to Congress.

AN APPEAL.

The American Association for Labor Legislation appeals to all public-spirited citizens to support and work for the Esch Phosphorus Bill that is now before Congress. We appeal to all who have the welfare and prosperity of our country at heart, and to all who sympathize with suffering and pain, to urge upon their representatives in Congress the necessity of immediately passing the Esch Bill, by this means relieving our country of a grave menace to public health and safety, and from the reproach of progressive nations the world over.

THE RED BADGE OF CARNAGE

By EDWIN R. WRIGHT, President of the Illinois State Federation of Labor

A learned discussion is now taking place in one of our advanced magazines as to the advisability of considering immigrants the wards of the nation. Strange as it may seem the question being so gravely considered is, whether for the first five years in the states, the foreigner shall be restricted to industries and employers willing to pay him a minimum of \$2.50 per day. This impresses one as being a remarkable suggestion.

Why not discuss the advisability of fixing a minimum wage scale for native-born Americans at \$2.50, or better still remove any limitation and declare that the American standard of living demands such a sum?

In the year 1907 one and one-quarter

million immigrants landed in this country and immediately sought employment. Of these one million came from South-eastern Europe and the proposed daily wage probably meant a week's work in the country of their birth. Nor is this strange when we learn that over four hundred thousand of these poor creatures could neither read nor write their own language, let alone the English of the land of their "adoption." A generation ago only three in every one hundred were illiterate because they came from England, Ireland, Scotland, Germany, France, Sweden, and other countries of Northern and Western Europe. They came here to find homes and liberty. Their ideals were our ideals and they were welcome.

Just as this class of immigrants were valuable to us, so they were valuable to their native country, and the desire to keep them at home led the governing classes to study the unrest and seek its remedy. Thinking men of labor and thinking men of capital set about to devise means for stemming the tide of the nation's life blood from flowing across the seas. The higher wages in America could not be met, but a counter inducement of steady work, better and safer working conditions, a greater share in the industrial branches of the government, were conceded. Does one imagine for a moment that the Iron Chancellor considered the worker as more than a pawn in the advancement of Imperial Germany? No, he wanted the able-bodied worker to build up Germany, not America. The days of the serf, bound to the soil, were gone—he must keep his workers at home not by force but by self-interest. And he has succeeded. Today the immigrant comes from the backward nations, where the inducement to stay at home does not counterbalance the unrest of progress.

The new blood of a generation ago refused to live in the stinking slums because the demand was for a home. Today the demand is for a hoard—not a home. To gain his point—the saving of a sum of money and an early return—the immigrant is not nice in his choice of employment, of his living conditions, of the welfare of society as established here. Neither is society, as exemplified by the employer, reluctant to accept the terms of service.

The step-mother country rewards the

service in kind. Out of a thousand men killed or injured in Illinois last year only 163 were Americans. Yes, there were many more than the thousands selected at random. Of those injured 636 did not return to work, as against 328 who did. In the United States 536,165 workers were killed or maimed during the same year. Counting minor accidents two million men and women suffered from this cause. This is the way the human scrap heap grows.

And the learned discussion continues to urge and deny the advisability of a minimum wage of \$2.50 per day for these immigrants. If they are to be considered wards of the state, and not step-children, why not have a government official meet them at Castle Garden and say:

"You will work for pitifully small wages!"

"You will suffer hardship!"

"You will certainly be injured and possibly be killed!"

"You will live in crowded tenements!"

"You will be exploited at every turn!"

The German employer has learned the wisdom of painting a dangerous piece of machinery red. The workman approaches and his senses shout to him, "Be careful!" The machine says: "I will rend you if I can! My color means your blood!"

The workman who, by his carelessness, endangers the lives of his fellows is known—he also is painted a bright red in the eyes of his fellows.

Why not paint the gateway of our country—the immigrant stations—a bright red?

PRICE LIST OF SUPPLIES

Charter Fee, for each member.....	\$1 00	Receipt Book, (750 receipts).....	3 00
Seal	3 50	Electrical Worker subscription, per year	1 00
Rolled Gold Charms.....	2 00	Treasurer's Account Book.....	50
Solid Gold Emblematic Buttons, each	1 00	Treasurer's Receipt Book.....	25
Heavy Rolled Gold Emblematic Buttons, each	50	Warrant Book for R. S.....	25
Solid Gold Cuff Buttons, per pair..	2 00	Financial Secretary's Ledger, 200 pages	1 50
Rolled Gold Cuff Buttons, per pair	1 50	Financial Secretary's Ledger, 400 pages	2 50
Constitutions, per 100.....	5 00	Minute Book for R. S.....	75
Membership Cards, per 100.....	1 00	Day Book	50
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Withdrawal Cards, per dozen.....	50		
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Official Notice of Arrears, per 100..	50		
Set of Books, including Receipts, Warrants, etc.	5 00		
Receipt Book, (300 receipts).....	1 00		
Receipt Book, (500 receipts).....	2 00		

Note—The above articles will be supplied only when the requisite amount of cash accompanies the order, otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

Address,

PETER W. COLLINS, I. S.

CORRESPONDENCE

Colorado Springs, Colo, Feb. 19, 1911.
Mr. P. W. Collins,

Editor of The Worker.

After so long a time you might think that Local Union No. 233 was out of it altogether, but we are still in the game and hope to stay in it till we find out how things is going to flop and something, we think, ought to flop soon or we will flop by keeping our per capita at home and stop some one's meal ticket, as this local union has both Reid and McNulty men working side by side every day and they get along all right. You bet that they don't have any trouble with each other for we have to work for the good of the organization, not to fight one another, not like the brothers in Gary and Hammond, but fight for the good of the Electrical Workers. There isn't much work here to talk of just yet for the inside men, but hope there will be soon as there are a few big jobs opening up soon, and there isn't much work at present for line men except Ben Barnes has a gang in Manitou for the phone company and the light company has the same old gang with Brother J. W. Smith at the head of the line and push gang. Brother Thomas McDonald is doing some work now and then when he has to. When the street car company goes down. He has with him Brothers Rob Forbes and Chisholm of No. 3, Greater New York. We had with us on the 16th of the month Brother E. C. Dickson. He did not have a chance to give us a talk for we had the misfortune not to be able to hold a meeting that evening as the weather was fine and some of the boys had to go to the shows, or the same old story, "Can't stay for meeting, got a horse to hold, or some other fellow's girl took him away today." You know how that is. I hope that the boys will let the horse get away and come to meeting some time as it is hard for the officers to do every thing to please all and I know it is hard to please them all.

Yours truly,

F. P. Manley, P. S.

Now for the list of officers:

President, F. P. Manley.

Vice President, J. A. Craighead.

Recording Secretary, T. P. Hendrickson.

Financial Secretary, D. J. Elkins.

Foreman, H. E. Holloway.

1st Inspector, Al Graham.

2d Inspector, Thos. Stanley.

Trustees, C. L. Reasnor, Hank Allen, D. A. Gillett.

Delegates to Federated Trades Council, Lynn, Allen, Graham.

Delegates Builders, Elkins, Craighead, Smith.

P. S., F. P. Manley.

P. O. Box 654.

At least we may not forget that your Charter is draped in due respect for a worthy brother. H. George Crampler, who passed away on January 6th, 1911, and by whose death we lost one good and noble brother.

P. S., F. P. Manley.

Norfolk, Va.

January 13, 1911.

Whereas, God in his infinite wisdom removed from our midst on January 13, 1911, your beloved husband and our esteemed brother, R. F. Shearor, and

Whereas, Our brother was a member of Local No. 80 for ten years and was an upright and devoted member, serving terms in various official capacities during his membership; therefore, be it

Resolved, That we members of Local No. 80 International Brotherhood of Electrical Workers, deeply deplore your loss and extend to you and your family our sincere sympathy in your sad bereavement and pray that God will give you strength and comfort to bear the affliction. We also commend you to Him Who doeth all things well; and, be it further

Resolved, That the charter of the local be draped for the period of thirty days as a token of respect to the memory of our departed brother; and, be it further

Resolved, That a copy of these resolutions be sent the family of the deceased brother and the Electrical Workers' Official Journal, and the same be spread on the minutes of our Local.

Committee:

T. J. Gates
M. B. Holmes
H. J. Kraemer.

Washington, D. C.

Feb. 14, 1911.

Mr. Peter W. Collins, Secretary,
International Brotherhood Elec. Wks.

Pierik Building, Springfield, Ill.

Dear Sir and Brother:—The Executive Council of the American Federation of Labor, at its meeting held in this city, January 16-27, gave much consideration and discussion to the many applications which are constantly being made to the

officers of the A. F. of L. for the appointment of special organizers. In view of the state of the A. F. of L. treasury it is but seldom that we are in such a position as to conform to such applications. The Executive Council thereupon adopted the following and directed that it should be transmitted to the executive officers of the various national and international unions:

"Whereas, The demand upon the American Federation of Labor for the appointment or the assistance of special organizers is constantly increasing, and

"Whereas, The funds of the Federation have been in such a condition as to greatly restrict the special organization work, therefore be it

"Resolved, That all affiliated national and international unions are urgently requested to place in the field as many organizers as possible to look after the interests of their respective trades and callings."

It is earnestly hoped that the executive officers of each affiliated organization will take the above under careful consideration, and that wherever possible the recommendation of the Executive Council be complied with. I should appreciate it greatly if you would let me have a word of advice from you in regard to the matter.

Of course you understand that the American Federation of Labor will co-operate with and supplement in the work of organizing to the fullest extent of its ability and funds at its disposal.

With kind regards and trusting that I may hear from you in regard thereto, I remain,

Fraternally yours,
Samuel Gompers,
President A. F. of L.

Washington, D. C.
Feb. 14, 1911.

Mr. Peter W. Collins,
Sec., I. B. of E. W.,
Pierib Building, Springfield, Ill.

Dear Sir and Brother:—There were introduced at the St. Louis Convention of the American Federation of Labor several resolutions which expressed the dissatisfaction and complaint on the part of Central Bodies and State Branches on account of the failure of many local unions within their respective jurisdictions to affiliate and give support to the work of these organizations.

Among these resolutions was one providing that the Constitution of the A. F. of L. be amended that National and International Unions affiliated with the A. F. of L. should require their local unions to join the chartered Central Bodies, Departments and State Federations of Labor of their vicinities, within a date speci-

fied, or incur the revocation of their charters. This recommendation was referred to the Committee on Laws, which brought in a report non-concurring in the above recommendation, and offering the following substitute, which was adopted by the Convention:

1. That the Executive Council be, and are hereby directed to communicate with the Executive Officers of all National and International Unions requesting them to urge all local unions to affiliate with State Federations and City Central Bodies and Departments, and at the same time request all affiliated International and National Unions to adopt laws requiring every local union to affiliate with State and City Central Bodies and Departments, a communication also to be forwarded to all conventions of National and International Unions affiliated with the Federation, and when it is possible the Council shall send a representative to such convention and urge this matter upon the attention of the delegates.

2. The secretaries of all State and City and Central Bodies are requested to notify the Secretary of the American Federation of Labor of the non-affiliation of local unions of the affiliated National and International Unions.

Other resolutions of a similar character were referred to the Committee on Local and Federated Bodies, and the report of that Committee contained the following recommendation which was adopted:

"We recommend that the National and International organizations be requested to make it mandatory on their local unions to affiliate with state federations and city central bodies in order that the general labor movement may be better fortified to adopt more effective means of defense in time of trouble. In the opinion of your Committee, if all the local unions, instead of a few of them, would affiliate with the city central bodies and state federations, it would make the cost of such affiliation very much less because the dues could be reduced."

You will note by the reports of the Committees and the action of the Convention that the sentiment was in favor of more uniform and general support upon the part of all local unions to the city central bodies and state branches. On every complaint that has been registered at this office, and upon which we have communicated with the International officers, they have received prompt attention, and I am sure that in every case the International officers have gone to the limit of their authority in adjusting complaints of this character. Very few of the International organizations, however, contain any instructions or demands upon local unions relative to representa-

tion in Central bodies. Some local unions regard affiliation with the central bodies of little benefit, and where their International Union does not require it they are not inclined to pay much attention to requests of this character. It is true that very often Central Bodies do not yield the benefit they should, but this is due to the fact that they are not able to do effective work because of the lack of support and co-operation among the locals in its work.

You are fully aware how necessary it is to effective defense and progress for the forces of labor to centralize their efforts. Central Bodies are not only of great value in securing results in the interests of the members immediately under their jurisdiction and helping those of labor elsewhere, but they can be means of fortification of the International organizations.

One most vital and necessary function of a Central Body, which the laws of the American Federation of Labor seek to develop, is to educate the ranks of our unions of the importance and necessity of complete unity and to promote such unity above all questions of personal opinions and differences. We have witnessed the disastrous and devitalizing results of secession movements. It is a vain hope that all members can be of the same mind on any particular question, but it is the aim of our laws and discipline to educate members that their own interests and the cause of labor in general demand that they shape into effect the best that is in their various ideas and convictions as to matters of policy, respecting the necessity of unity in their ranks above every other consideration.

In the constitution of the American Federation of Labor there is a clause prohibiting any Central Body recognizing a seceding, independent or dual organization, and it is the object of this clause to make the discipline of members who are so short-sighted as to weaken and obstruct the labor movement by placing their organizations in either of these capacities, so effective, that it will stand as an emphatic warning to those who could not be otherwise impressed with the great harm which such tactics work against the cause of labor.

A good Central Body working in harmony with the laws of the American Federation of Labor can greatly assist in defending our International Unions from impairment. It requires general co-operative thoroughness and precaution on the part of all labor, against the frailties and shortsightedness of its own members as well as the tactics of our enemies, to make our efforts effective in

holding the ground we have gained and making further progress.

I therefore hope that your International Union will endeavor to carry into effect the recommendations of the St. Louis Convention of the A. F. of L., as well as previous Conventions along the same line, in order that we may develop to the fullest possible extent the far-reaching benefits of our City Central Bodies and State Branches.

Yours fraternally,
Frank Morrison,
Sec., A. F. of L.

Washington, D. C.
January 31, 1911.

To the Officers and Members of Organized Labor,

Greeting:—A proposition will come before the present session of Congress to repeal the following law:

“Hereafter all notes, bonds and checks shall be printed from hand roller presses.” (Act of July 1, 1898, 30 Stat. L., Chap. 546, page 605.)

This law was enacted after an earnest and energetic campaign of education and agitation on the part of the American Federation of Labor and its affiliated bodies most intimately interested.

The purpose of the law was to maintain the highest standard of excellence in the printing of the people's money in order to prevent the counterfeiting of Government securities and especially the paper money which the people of our country use in their daily lives.

As we believe it is the duty of the Government to protect the interests of the people against fraud, and especially is it the Government's duty to throw around its paper money every safeguard against the unlawful issuing of counterfeit money. We look with alarm upon a repeal or modification of the existing law above quoted.

It is contemplated by certain influences to endeavor to have the law changed and the Secretary of the Treasury given full discretion as to what method shall be employed in the printing of the paper money which the Government issues.

The past policy of Congress has been to reserve to itself the power of determining the standard of engraving and printing of the securities which the Government issues, and we protest against the repeal of the existing law.

In order that the working people may acquaint their Members of Congress with their wishes in this matter, the American Federation of Labor calls upon all its affiliated National and International bodies, State Federations, Central bodies and other affiliated bodies to memorialize Congress by communicating a protest to the Senators of the United States repre-

senting the States in which such bodies are located, and their Member of Congress representing the District in which the Central bodies and Local Unions are located.

By giving this matter prompt attention it is possible to convince Congress of the unwisdom of giving to any one man the power of lowering the high standard of printing the people's money.

Act without delay as this session of Congress expires March fourth and the repeal of the law may be rushed through unless your protest is quickly communicated to the Senators and Representatives in Congress.

Fraternally yours,
Samuel Gompers,
Pres. A. F. of L.

Attest:

Frank Morrison,
Sec. A. F. of L.

Milwaukee, Wis.,
February 8, 1911.

To Electrical Worker,

Greeting:—The officers and members of Local Union 528 of the I. B. E. W. extend greetings to all Local Unions that have remained loyal. We also desire to say that we are still on deck and in the running. Not the running away; oh, no, not 528. We are here and here to stay. 528 knows it is on the right side and that is not the Reed-Murphy side. And we believe it is merely a matter of time when everybody will know it.

Well, I guess Gompers did hand that bunch a lemon when he wrote the letter to the Central Labor Union, saying that the bolting faction could not be affiliated with the A. F. of L. Good boy Gompers, soak 'em again. I think that will take a little spunk out of them, and I think a few more times of the same medicine will put the kibosh on them.

Well, I guess we won't say much more at this time, so we'll close wishing long life to all locals of the I. B. E. W.

A. Radtke,
Rec.-Sec. 528.

FREE HOME FOR CONSUMPTIVES.

To Organized Labor,

Greeting:—We have not yet heard from you, but we trust you intend to remember our Home. We desire every Union to appear on our record, "A Charity Giving Strength of the Labor Unions of America."

Your friendship will prove a comfort to many destitute consumptives.

Remember, it is a FREE home, open to poor Consumptives of every age, stage and nationality, creed and color and that applications come from all parts, and that former residents of every Country and State are admitted.

The least contribution will help to support the patients one day in the year.

Give something. Success will be gained by us if every Union will send a donation, and we can open our new building in 1911.

Eliz. A. Power,
President.

Fellow Workmen:—I have made a careful investigation of the work of the Home.

Knowing the number of trade unionists who have been inmates, and the treatment and kindness accorded every one, I cheerfully recommend it as one of the most worthy Charities in the Commonwealth.

(Signed)

Henry Abrahams.

Omaha, Neb.
Jan. 31, 1911.

Mr. P. W. Collins,
Springfield, Ill.

Dear Sir and Brother:—I herewith enclose a letter that I want published in the next issue of the Worker. Now, whatever you do publish this, I will stand for all that comes after.

Trusting same will be done, and with best wishes, I beg to remain,

Fraternally yours,
Frank Fisher,
International Organizer I. B. E. W.

Omaha, Neb.
Jan. 31, 1911.

Editor Electrical Worker,

Greeting:—As it has been some time since I wrote a line for the workers, I trust that you will not overlook publishing it.

I notice in the December issue of the Scandalizer, that I commanded quite a bit of comment by its Editor, who I believe they call Sullivan. Well, I will say for the benefit of this same man Sullivan that everything he published in that issue pertaining to me is a lie, and he well knows it. As for him making me admit anything, like he claims to have made me admit, such as local 3 paying only 20c per capita tax, this was an action of the convention, and all locals know that, so there was nothing there for me to admit.

But I know what is the matter with Sullivan is the reception he got at a meeting of local 22 before the split in the local, when I met him on going debate, and the grilling he got that night. Three times did the chairman have to call him down and make him quit using personalities, such as my picture being in our Worker, being drunk, Collins and two preachers quarreling; at the same time, he, Sullivan had one of his own Workers with his and the rest of his students of Prof. Gardener Monkey school in his

hand, and not only that but passed them around after the meeting.

I will say, and it can be verified by our local, that I did prove to them he was a liar and a thief, and that the A. F. of L. had told him so. He did not deny any of those things; he could not answer why they did not hold their convention, only said they would; he could not answer why they had spent nearly \$4,000 to keep from trying a suit on its merits, when his rump convention ordered him to proceed with the case without delay. All these things will bear a lot of explanation, and one thing that I am afraid you will have a hard time explaining, and that is when you come back to Omaha and face the men here who you called Scabs in your last issue of your Scandalizer, they will no doubt want the matter very deeply explained.

And as a result of this meeting 22 did split, the majority of the members going to us, and further we now have a good local union in the city of Omaha and no B. S. Graftor of the Sullivan type will ever be able to tell them they are not with the right side, and getting treated right, and further, we did cause the seceders both locals to be unseated in the Omaha Central Labor Union, and that I did keep the seceders from being seated in the annual convention of the Nebraska State Federation, so while we have not accomplished everything we expect to, we have made it somewhat unpleasant for Sullivan & Co., and before we get through with him he will think Emma Goldman is on his trail for fair.

Now relative to Lincoln. He states that I was personal in everything I said, well, I took my text from the Toronto convention proceedings, and the convention proceedings of our own convention held in Chicago in 1909.

Here is one thing he did not say though. When Mr. Maupin, Editor of a Labor paper there took the floor he told Czar Sullivan that his organization were seceders, but that he was with them now as he had always been, and I suppose Sullivan gets this handed to him so much that he is used to it by now. Well, anyway, we turned the trick in Omaha, and we did not have to Scab to do it either, the same as he Sullivan is now upholding in Gary, Ind. Better watch Eckles over there he has a fancy for anything that looks like copper, it seems like he can't help it some way, poor fellow. Beware of Texas Sour Kraut or you may get jugged again.

I think we can feel proud to know that the throttle to the great American labor movement will never go into the hands of such nincompoops as are now posing as leaders of the seceding faction of Electrical Workers, men who are broadly

known as exterminators of organized labor, who have misled the men they have represented for the last two years, have told them of the great things they were going to do for them, what have they done? Taken your money and given it to Dan Ryan and Ed Kelly and a few more self-confessed labor grafters to try and break up honest trade unions, the rest to several attorneys to keep from trying his own suits on their merits for fear if they were tried you would lose your job, the whole bunch of you, your time is limited in the labor movement, and when the movement is rid of men like you it will progress, no doubt every organization more or less has some within its ranks that it must weed out sooner or later. It should be plain to all Electrical Workers that there is only one way that it may progress, and that is under the banner of the Protection of the American Federation of Labor, and there is only one way to do that and that is to get right with the organization amiated there, then you are sure you are right and don't live on these hot air secessiosm promises as you have in the past.

Thanking you for the space, Mr. Editor, and with best wishes to the Brotherhood at large, I beg to remain,

Fraternally yours,
Frank Fisher.
International Organizer I. B. E. W.

Washington, D. C., Feb. 7, 1911.
To All Organized Labor—Greeting:

It is but fair to the present management of the Buck's Stove and Range Company that all organized labor and friends be thoroughly informed that the Company could not, by anything it could possibly do, put an end to the cases pending in the United States Supreme Court, in the name of this Company; that the Company offered to do everything in its power to end them, but the suits were continued in its name, at Labor's request, and for the purpose of obtaining a definite decision upon the points involved, which we deemed to be of the greatest importance to organized labor. We regarded any effort at the discontinuance of the suits before a judgment by the Supreme Court as a great calamity.

All differences between the Buck's Stove and Range Company and organized labor have for months been amicably and satisfactorily adjusted, and our fellow trade unionists and friends should in every way possible, show by their patronage and encouragement that we appreciate the value of fair dealing and friendship, and that just as we have proven our readiness and ability to defend ourselves from the attacks of our

opponents, so must we show ourselves ready to assist our friends.

No matter what the outcome may be in connection with the case now pending in the United States Supreme Court, which were started in the name of the Buck's Stove and Range Company, labor is on the most friendly and cordial terms with the management of that Company, and one of the sincerest evidences of their friendship for us was their action in not withdrawing their former attorneys or appearance in the suits now pending.

It was at our request that they were not withdrawn as we wished to have the legality of our position tested and tried to a finish.

The continuance of the cases in the name of the Buck's Stove and Range Company places them in the position of appearing to prosecute, and their friendly action in not withdrawing their attorneys should be fully and thoroughly explained to all workers and friends. Justice and right demand that all be informed that the Buck's Stove and Range Company is entitled to the encouragement and patronage of all labor's friends and sympathizers.

Please give all possible publicity, in every way, to labor's present friendly relations with the Buck's Stove and Range Company.

Yours fraternally,

Samuel Gompers,
President, American Federation of
Labor.

Attest:

Frank Morrison,
Secretary, A. F. L.

New York, Feb. 8, 1911.

Mr. Peter W. Collins,
Secretary, International Electrical
Workers Union.

Springfield, Ill.

Dear Sir and Brother:—Our organization has printed circulars, copy of which is inclosed, which we desire to send to the secretary of every local union. The circular is self-explanatory.

Would your organization furnish this union with a list of the secretaries of your affiliated locals to whom we can send one of the inclosed circulars? If it is against the rules of your organization to give the list of secretaries, we should be pleased to forward you the number of circulars necessary so that when you are corresponding with your local unions you might inclose one of these circulars at the same time.

Trusting we will hear from you regarding the above and thanking you in advance for your co-operation, I am

Yours fraternally,
Myer Jacovetz, Secretary.

Denver, Colo., Feb. 13, 1911.
The following resolutions were adopted by the local union No. 68, I. B. E. W., on the death of Brother William H. Lake-man, who passed from our midst Feb. 11, 1911:

Whereas, It has pleased the Almighty God in his infinite wisdom to remove from our midst our esteemed friend and brother;

Whereas, in view of the loss sustained by us in the death of friend and associate, and the still greater loss sustained by those near and dear to him; therefore, be it

Resolved, That we sincerely sympathize with the relatives of our deceased brother, and that a testimonial of our heartfelt sympathy and sorrow be forwarded to his family, and be it further

Resolved, That our charter be draped for a period of thirty days, in memory of our departed brother; that these resolutions be spread upon our minutes; that copies be sent to the relatives of our late brother, to local No. 134, and to our official journal for publication.

G. W. Dearbough,
W. H. Holloway,
E. P. Steele,
R. H. Hamel,
C. G. Williamson,
Wm. A. J. Cuscott,
Committee.

Editor of the Electrical Workers,
Perrick Bldg., Springfield, Ill.

Dear Sir and Brother:—Since the last issue of the "Electrical Worker" the dual organization of the Reid faction have organized here in Buffalo a miniature local of electrical workers, taking exception to this opportune time to work in harmony with a certain contractor and persuading a few of his employees to sign their charter.

The organizer stated that he had met with the contractors of Buffalo, and they well understood to have advised him that if he could organize a Reid local in Buffalo, to do so, and that they would make and sign an agreement with him. He is said to have stated emphatically that the Reid faction was and is affiliated with the central body of Buffalo, which our central body has informed our delegates is not so.

The members which so far compose the Reid local are fellows who were suspended from Local No. 41, from the Building Trades and from the Central Body of Buffalo and Erie County, which are affiliated with the American Federation of Labor because they had failed to comply with the obligations they had taken.

As to our efforts to benefit our cause for the past eighteen months, we have reason to be proud of the results. Mem-

bership now is 350. The contractors in general are on friendly terms with us. They have stated that in the past year business between them and our local union has been more harmonious than in the past five years. To sustain that statement they have increased our scale of wages from 37 1/2c to 40c per hour. Conditions are very favorable for future progress.

In view of the fact that we are affiliated with the A. F. of L., the United Trades and Labor Council of Erie County, shows how we stand with organized labor. Our boys are all fairly busy with a few exceptions.

As a finish remark I wish to state that we had a spel from Mr. Meyers of the Reid faction, accompanied by Mr. Lacey, in which he stated that he believed it only needed a friendly suit to release certain moneys which most of the brothers know about, which are now held by court orders. Thanking you for space in the next Worker, I remain,

Fraternally yours,

E. Graurender,
Press Secretary.

Local Union No. 41, Buffalo.

Buffalo, N. Y., March 1, 1911.

P. W. Collins, I. S.,
Springfield, Ill.

Dear Sir and Brother:—Just a few lines to let you know that one of the infallible few, Oliver Myers, by name, was given the privilege of our floor at the meeting held last night, and proceeded to deliver a bunch of their special line of "Hot Air" for about two hours.

However, I can assure you that he made no impression, at least no good impression on any of our members. When he was asked any questions reflecting on any of the Reid faction, of course, he couldn't recollect, although he could recall the date and page of anything that he thought would reflect on our side. Nevertheless, we made him admit many things to their discredit. One admission, if I may so call it, I should like to bring to your attention. He was asked if he was working for the benefit of the rank and file, or for what he was getting out of it. His answer was that he was working under orders of the general president of the brotherhood, and that he would do as he was ordered if he was killed for doing it, regardless of whom it helper or harmed. Then one of our members said to Myers, "If McNulty would give you five hundred (\$500) dollars more than Reid pays, then you would go out and talk against the other side and for McNulty and Collins?" He stammered for a while and finally said, "Well, no," but it was very evident to all that all he was looking for was his meal ticket. We made a liar

of him by his own statements, and proved it to him by his own remarks on the floor.

When Brother Lenahan took the floor and explained our side of the affair, which he did in an honorable and gentlemanly manner, it was plain to see that he had the house with him to a man. Myers admitted that he didn't care whether it was a "snake" or what it was, they wanted members, and were going to give them cards if they would take them. At this point things began to get rather warm, and the president told Mr. Myers that we were not going to listen to any more from him, and that we didn't want anything to do with his calibre of a man. I was sorry that George was not here, so we could let George do it.

To show the kind of men they really are and what they organized in Buffalo, I will say they only got the men that we discarded from our local, such as refused to keep their obligation when they were ordered off the Lafayette Hotel by the Building Trades and Central body, causing the plumbers, seventeen in number, to walk the streets for seven days, until those men to whom Reid has given a charter, were thrown off the job. They have been thrown off several jobs since, and naturally began to realize they were in wrong; so I suppose as a last resort they thought they might better get in some place, and as birds of a feather flock together, so they found their proper flock.

Fraternally yours,

J. E. McCadden.

391 Herkimer Street.

Chicago, Ill., March 3, 1911.

To all Local Unions of the International Brotherhood of Electrical Workers.

Greeting:—Local No. 9 of Chicago was forced to call a strike on the Chicago Telephone Company because the company denied their employes the right to belong to a labor organization.

They had discharged upwards of thirty-five members of No. 9, and refused to reinstate them on demand. We called two special meetings of Telephone employes, who, at both meetings, unanimously demanded the reinstatement of all the discharged men.

A committee of three members of No. 9, assisted by Business Agent M. J. Healy, president of local, Ralph Brehman; president of advisory board, R. G. Perry, and International Vice President James P. Noonan were given power to call a strike if after a second conference with the telephone company officials they then refused to reinstate all discharged members. The committee obtained this conference without gaining their demands, and after due deliberation and constitutional formalities, the strike was called.

We wish to resent this attack on our personal liberty and rights as citizens so clearly defined in the constitution of the United States.

We need the assistance of every electrical worker and the support of every local union in America to keep all line-men, repairmen, installers, cable splicers and helpers, testers and others employed in the telephone industry away from Chicago.

We command the respect and support of organized labor and of all free born, liberty-loving citizens in our fight to affiliate with a labor or social organization.

We have been successful in pulling out almost every man working on construction and maintenance, and have the service completely tied up.

Our financial condition, as well as our organization, was never better than at present.

Local unions will assist greatly by having strike notices and news items concerning our strike inserted in their local papers.

J. W. Yount,
Financial Secretary, No. 9.

Springfield, Ill., March 12, 1911.
Mr. Peter Collins,
City.

Dear Sir:—Enclosed please find this copy, which is characterized as the story of Maud Muller as modernized by a western writer, while pathetic. It strikes me that there is much truth in it; therefore I submit it to you for a place in the Worker if you think it worthy the space.

Yours respectfully,
Chas. A. Meador.
Recording Secretary L. U. No. 427, I.
B. E. W.

"The same Maud Muller who raked the hay, as we are told, on a summer's day; who might have married the Judge so grand, and lived on the best to be found in the land; just tossed her head at this carriage gay, and kept right on at her work in the hay.

Well, Maud was much like other girls. She would giggle and smile and toss her curls. She never thought of a rainy day, when she'd be too old to work in the hay; so she "passed up" the Judge with shiny hat, and married a fellow by the name of Pat. He was six feet tall, and hearty and strong; he could tell a good story or sing a song.

Sometimes he'd work, and sometimes not; it was either too cool or else too hot.

The summers passed, and the winters, too; the cost increased and the family grew, and Maud found life was not so gay as raking a meadow sweet with hay.

One day Pat died, and left not a cent, not even enough to pay the rent.

In the early days of married life, he'd joined a lodge that insured his wife a thousand dollars at his demise, but Pat considered he was too wise to keep on paying his monthly dues; 'tis the same old story we often hear, of the man who is sure he will live for a year.

To reinstate was his strong intent, but before the money was earned it was spent.

Well, a very warm country exists below; that is paved with the same kind of bricks, you know.

But Maud must live and the children must eat; they must have clothes, and food, and heat; so Maud's at the wash tub the live long day, and she finds 'tis little like raking hay; she thinks as her back o'er the tub she bends, of the different fate that fortune sends; and the musings of Maud, while thus forlorn, as she washes the clothes from early morn; as she sees her boys and girls grow up, and the house sometimes without a bite or sup, may take this from her saddened mind, if to musing at all she feels inclined.

"Of all sad words of tongue or pen the saddest are these, it might have been."

But alas for Maud and the children too.

Be sure and don't let it happen to you, that when your cold lips are the last time kissed, your name is not on the suspended list.

Holyoke, Mass., March 8, 1911.
Mr. Peter W. Collins,
Springfield, Ill.

Dear Sir and Brother:—I presume that you are aware of the campaign which is being made in this city against the American Writing Paper Co. of Holyoke, Miss., a corporation capitalized at twenty-two million dollars, controlling some twenty-three mills, and associated with a number of other large paper companies who control the paper trade in what is known as the "fine" papers.

The present agitation has already had the effect of compelling this company to squeal because of the fight now being made against them. In last Saturday's evening Transcript, Holyoke's leading paper, the American Writing Paper Co. came out in a two column article defending the deplorable conditions existing in their mills.

You will agree with me that it is a costly matter to reach the thousands of trades unionists or even to reach the individual unions. For that reason I would consider it a favor were you to communicate with your local unions through your journal, or by direct communication, and call their attention to the strug-

gle which is now being made to organize these plants, and at the same time particularly call their attention to the fact that there is a union label watermark paper on the market.

I might also ask you to try and get the members of your organization to use their influence in fraternal, benevolent, political and religious organizations; and ask them to assist the Federation of Labor in their effort to have these several organizations use paper made in union mills bearing the union label watermark.

The daily out-put of the American Writing Paper Co. of book paper which is used for journals and periodicals approximately amounts to 189 ton per day, therefore you will see the advantage gained by landing these orders with union mills.

I enclose herewith a circular which had been forwarded to every central labor union in America, which explains the campaign more definitely than I am doing in this letter.

Trusting that you will be in a position to assist us in this work and thanking you in advance, I remain,

Fraternally yours,
Jacob Tazelaar.

Washington, D. C., March 8, 1911.
To the Secretaries of the International
Unions:

I herewith submit copy of a communication I have received from the Secretary of the Strike Committee, having in charge the strike of the Metal Trades at Los Angeles. It is furnished for your information.

Fraternally yours,
Frank Morrison,
Secretary, American Federation of
Labor.

Los Angeles, Cal., March 1, 1911.
Mr. Frank Morrison,
Secretary, A. F. of L.,
Washington, D. C.

Dear Sir and Brother:—Nine months have elapsed since the Metal Trades Strike started, and to say the men are standing firm is to say the least. While we cannot report any material progress looking toward a settlement, the number of men who have joined their respective organizations and the new organizations which have been formed, prove conclusively that our efforts and the money that has been sent in here has not been used in vain.

It appears to the Committee that it is probably better that we have not been able to gain a speedy victory on account of the great strides which have been made in the movement generally, that probably would never have been made if we would have been successful right away.

The members here have had a great object lesson taught them through this strike, and they have availed themselves of their opportunities to such an extent that there is now a movement on in Los Angeles, second to none, both economically and politically, that we can henceforth look to for great results, not only for ourselves, but for the benefit of Organized Labor everywhere.

Our mammoth demonstration, which we have planned to come off in April, promises to be a huge success. The Committee are working actively, and we will once more demonstrate to the merchants and the people in Los Angeles that they have got to recognize and treat with Organized Labor, and the cause of the 8-hour day all over the state will be greatly advanced thereby.

We had a meeting Sunday of about 70 delegates from the various organizations to form a permanent organization of the Mutual Organization League. We have had a very successful meeting, and we expect very beneficial results from this combination of Organized Labor and the Afro-American Council.

We have the Bakersfield Iron Works tied up completely, and the manager is in Los Angeles trying to get men; we have great hopes of being successful in this strike. The merchants and manufacturers are making strenuous efforts to hamper us in our work of organization. Some of the new organizations are facing a lock-out notably, the milk wagon drivers. The bosses are trying to get them to sign a contract which will virtually break up their union; they are standing firm, however, and we believe they will make the bosses recede from their position, if not, they are determined to fight. There are several other organizations in the same predicament, and from the information that we have, the other fellows seem to be more scared to act than we are.

Our mass meetings of which we hold two a week are well attended, and the men exhibit the same enthusiasm that they did at the beginning. Secretary Gallagher of the San Francisco Labor Council addressed them when he was here, and they gave him a royal welcome. He assured them of continued support, and spurred them on to greater endeavor that bespeaks of only one outcome of this struggle, and that is the 8-hour day for the Metal Trades of Los Angeles, which we hope to be able to report of in the very near future.

There are many other matters that the Committee could report on that they have on hand which will bring results, but we feel that it would be unwise to make them public at this time.

We are greatly hampered in our fight here, more so than in any city throughout

the United States, owing to the efforts of the strike-breaking police, and the detective department of Los Angeles. It has come to that point now, where the police go so far as to threaten the men on the picket line to the extent 'that they will break their backs or kick them off the street if they pass certain points in the vicinity of the various struck shops.'

It is indeed a deplorable condition when a citizen can not walk by a manufacturing plant as a citizen without being threatened by the strike-breaking police of Los Angeles of which we have positive proof and will today take this matter up with the Chief and the Police Commissioners. We do not expect any relief along these lines from these people, but actions of that kind by the present administration will only bring more votes to the Union Labor Socialist Party in the coming Municipal Election, when we hope to capture Los Angeles in its entirety from a political standpoint. Every effort is being put forth to swing every branch of Organized Labor, its friends and sympathizers into the political fold of Organized Labor to gain a victory; we believe about the only thing now that will give the union men of Los Angeles their rights, is to elect their own people into office, which we believe we can do.

(Signed)

Geo. Gunrey,
Strike Committee.

P. S.—Owing to a great many complaints coming in in regard to sending out an itemized statement weekly of the receipts and expenses of this Los Angeles strike, the General Committee deems it unwise to continue the policy, and have decided to discontinue that part of our report, and instead will give our various councils throughout the state a monthly report of receipts and expenses, summarized in place of itemized as heretofore; we find that the enemy is keep-

THE VENEER WORN OFF.

Lately the secession leaders have laid aside their mask and posed in their true light as strike breakers, J. W. Murphy personally overseeing the scabs in Gary, Ind., in December.

Hoskinson, boasting in his November report, of sending strike-breakers to Gary, Ind.

Mr. Ed Kelley Reids, Chief Lieutenant in New York, admitting on the stand that he was employed by the Employers' Association.

And Sullivan offering to furnish men to scab on a job here in Springfield, Ill., in January, 1911, should show the mem-

SUSPENDER MAKERS' UNION

To All Union Men and Friends.

Greeting: — The above organization begs leave to call to your attention the fact that it has been organized for several years and succeeded in urging upon some of the manufacturers to place the union label on their products.

As a local directly chartered by the American Federation of Labor, the suspenders made by our members bear the union label of the American Federation of Labor.

We would therefore ask that when either you or your friends are purchasing suspenders that you will insist that the same bear the union label.

By complying with our request you will be aiding not alone the members of the Suspender Makers' Union, but advancing the cause of union-labeled products generally.

You will readily understand that unless the manufacturers or retailers find that there is a demand for the union label they will consider it of no importance, which will result in destroying the conditions which we now enjoy after years of struggle through our organized labor. In order to maintain these conditions and to still further improve them, we appeal to you for your co-operation.

cooperation.
Trusting this will be impressed upon all of your members and their friends and hoping to reciprocate, we are

Fraternally yours
Malvina H. J.

Suspender Makers' Union, No. 9560.

P. S.—No product is to be considered union made unless it bears the Union Label. Kindly read this letter at the next meeting of your organization.

bership what brand of men are posing as labor leaders.

All this, coupled with the fact that they repeatedly scabbed struck jobs in Philadelphia and Pittsburg, Pa., shows that the veneer of unionism is being rapidly worn off.

God said: I am tired of kings,
I suffer them no more,
Up to mine ear the morning brings
The outrage of the poor.

I will have never a noble,
Nor lineage counted great;
Fishers and choppers and plowmen
Shall constitute a State.

—Emerson

MASTER ELECTRICIANS' BILL—Illinois Senate

A BILL

For an Act to provide a self-supporting board of examiners to determine who may engage in the business of a "master electrician" in the State of Illinois, to provide for the furnishing by such "master electrician" to the State of Illinois of a bond to guarantee the faithful performance of contracts entered into by a "master electrician," and to guarantee the owner or real party in interest against loss, damage or injury through want of skill or through the failure to use suitable or proper materials.

Section 1. Be it enacted by the People of the State of Illinois, represented in the General Assembly: The Governor, by and with the advice and consent of the Senate, shall within sixty days (60) days after the passage of this Act, appoint five (5) persons, one of whom shall at the time of appointment be a master electrician, one of whom shall be a journeyman electrician who has served at the business for a period of not less than ten (10) years, one of whom shall be a municipal electrician inspector of an incorporated city of this state, one of whom shall be a practicing electrical engineer, and one of whom shall be an electrical inspector of a fire insurance company, residents of this State, and said appointees shall constitute a State Board of Electrical Examiners; one of the persons so appointed shall hold office for one (1) year, one for two (2) years, one for three (3) years, one for four (4) years and one for (5) years, unless sooner removed for cause.

Appointments to fill vacancies caused by death, resignation or removal before expiration of term shall be made for the residue of such term by the Governor, subject to the consent of the State, and all appointments to fill vacancies caused by expiration of term shall be made for a term of five (5) years in the same manner so that the board shall hereafter continue to be constituted as hereinbefore provided.

The Governor shall have full power to remove any member of the board for incompetency or improper conduct upon satisfactory evidence being presented to him of such condition.

The members of said board, before entering upon their duties, shall respectively take and subscribe the oath required of other State officers, which shall be filed in the office of the Secretary of State, who is hereby authorized to administer such oath. They shall have power to elect out of their number a president, secretary and treasurer, to adopt such rules and by-laws for the transaction of the business of the board, and the management of its affairs as

they may deem expedient, and to adopt and use a seal with which to attest all licenses and renewals thereof and other documents as may be deemed necessary or expedient in carrying out the purposes of this Act.

Sec. 3. Each member of said board shall receive a compensation of five (\$5.00) dollars per day for actual service in attending meetings of the board and five (5) cents a mile for each mile actually traveled in attending the meetings of the board, which compensation shall be paid out of any moneys in the hands of the treasurer of said board: Provided, that the secretary of the said board may receive such additional compensation as the board may deem just and reasonable and for which the by-laws of said board provided: Provided, however, that the compensation and expenses of the board shall in no event be paid out of the funds in the State treasury or become a charge against the State of Illinois.

Sec. 4. Said board shall meet at least once each six months at the Capitol of the State, and shall hold special meetings frequently as the proper and efficient discharge of its duties shall require, and as often as five applications for examination have been received, excepting during the six months period following the passage of this Act referred to in Section 7, during which period meetings shall be held once each month, at a place to be fixed by the rules and by-laws of the board, and the rules and by-laws of the board shall provide for the giving of timely notice of each meeting to every member of the board, and to applicants for examination, and said rules and by-laws shall also provide that notification of all licenses and renewals of same, issued, granted or revoked at any and every meeting of the said board, shall be given to the city electrical inspectors, if there be any such, of all cities, towns or villages to which this Act applies.

A majority of the members shall at any meeting organize and constitute a quorum for the transaction of business.

Sec. 5. The term "master electrician," as used in this Act, shall be defined as and include any and all persons, firms and corporations engaged in the business of or holding themselves out to the public as engaged in the business of installing, erecting or repairing or contracting to install, erect or repair electric wires, conductors or apparatus for the transmission or utilization of electric current for electric light, heat or power purposes, or mouldings, ducts, raceways or conduits, together with fittings for same, for the reception or protection of such wires and conductors, or to

electrically connect electric wires or conductors together, or to any electrical machinery, apparatus, device, fittings or fixtures to be used for electric light, heat or power purposes.

A license of "master electrician," issued or granted under and in accordance with the provisions of this Act, shall entitle any such person, firm or corporation so licensed to engage in the business of installing, erecting and repairing, and of contracting to install, erect and repair any electric wires, conductors or apparatus for the transmission or utilization of electric current for electric light, heat or power purposes, and any mouldings, ducts, raceways and conduits, together with fittings for same, to be used for the reception and protection of such wires and conductors and to electrically connect such electric wires or conductors together, and to any electrical machinery, apparatus, devices, fittings or fixtures to be used for electric light, heat or power purposes.

Sec. 6. Before any person, firm or corporation shall hereafter engage in the business of a "master electrician," as defined in Section five (5) of this Act, and before any person, firm or corporation now so engaged in said business, or any class thereof, who shall have failed to comply with Section seven (7) of this Act, shall continue in said business of "master electrician," such person shall apply to said board for a license to practice as "master electrician;" whereupon the applicant, if a person, or if a corporation, the one managing the electrical work thereof, or if a firm, the one managing the electrical work thereof, shall present himself before the said board, at a time and place fixed by said board. If the board shall find upon due examination that the applicant presenting himself is of good moral character, has a reasonable knowledge of electricity and the natural laws appertaining to and governing the same, and of the use and functions of electric wires, appliances and devices for electric light, heat and power purposes and is possessed of skill and knowledge in all matters pertaining to the business of a "master electrician," as defined in Section five (5) of this Act, the said board, upon payment of the fee, and upon giving the bond hereinafter provided for, shall issue to the said person, firm or corporation a license as "master electrician," to practice said business for a term of one (1) year, and shall register such person, firm or corporation as duly licensed "master electricians."

Provided, that no license shall be granted to any person under the age of twenty-one (21) years, nor shall any license be granted to any person who has not taken and subscribed an oath; or in the case of a corporation, the one managing the electrical work thereof,

and in the case of the firm, the one managing the electrical work thereof, has had at least three years' actual experience as a master electrician, within the terms of this Act, or as an electrical workman, in such class or classes of electrical business or work as, in the opinion of the board, shall have properly fitted the applicant for a license as master electrician.

Provided, further, that each applicant at the time of filing his, their or its application, shall pay to the secretary of said State Board of Electrical Examiners the sum of twenty-five (\$25.00) dollars: And, provided, further, that every person, firm or corporation, before receiving a license, shall make, execute and deliver a bond to the State of Illinois, in the penal sum of five thousand (\$5,000.00) dollars, with sufficient surety or sureties, to be approved and filed with the State Board of Electrical Examiners, the bond to be conditioned upon the faithful performance of any and all work entered upon or contracted for by said master electrician, and to save harmless the owner or real property in interest in the property for which such material is furnished or services performed against loss, damages or injury which shall arise through want of skill or through the failure to use suitable or proper materials in the performance of any work contracted for or undertaken by said "master electrician," or his or its agents or employees.

An action may be maintained there in the name of such owner or real party in interest only if commenced within one (1) year from and after the date of installation of the materials furnished or performance of such work or service.

Provided, however, that when such materials furnished, work or service performed, shall have been inspected and approved by a recognized electrical inspector, then the said "master electrician" shall be considered as having fulfilled the requirements of this Act, and his responsibility shall cease, under the above bond for materials furnished, work or service performed.

Sec. 7. All persons, firms or corporations who, at the time of the enactment of this bill, are engaged in the business which shall hereafter be known as the business of a "master electrician," as described in Section five (5) of this Act, shall, within six months after the passage of this Act, comply with all the provisions of Section six (6) of this Act; or such persons, firms or corporations shall, within six months cease to do the work which shall be hereafter shall otherwise be guilty of a misdemeanor and subject to the fines and penalties as provided in Section fourteen (14) of this Act.

(Concluded Next Month.)